



Department of
**Labor & Workforce
Development**

MONITORING GUIDE

Program Years 2024-2025



Contents

Introduction.....	4
Process/Methodology	4
Requirements of LWDBs to Monitor All Local WIOA-Funded Contracts.....	4
Program Oversight	5
LWDBs and Fiscal Agents	5
Required LWDB Policies and Procedures	6
TDLWD Central Office Monitoring: Workforce Service Oversight & Program Staff Procedures	6
Overall Responsibilities.....	6
Scheduling.....	7
Workforce Services Case File Review Process	7
Notification Process	8
Corrective Action	8
Annual On-Site Visit	8
Exit Conference.....	9
Monitoring Report	9
Special Award Grant Monitoring	10
Policy and Contract Reviews.....	10
TDLWD Central Office Monitoring: Performance Accountability Review (PAR) Procedures	10
Overall Responsibilities.....	10
Time Schedules	11
Notification Process	11
Entrance Conference	11
PAR Monitoring Process	11
Exit Conference.....	11
Monitoring Report	11
Program Descriptions.....	12
Wagner Peyser.....	12
Senior Community Service Employment Program	12
Trade Adjustment Assistance	12
WIOA Title I (Adult, Youth and Dislocated Worker Programs).....	13
Supplemental Nutrition Assistance Program Employment & Training (SNAP E&T).....	13

Re-Employment Services and Eligibility Assessment (RESEA)	13
Jobs for Veterans State Grant.....	14
Tennessee Office of Reentry Procedures	14
Tennessee Youth Employment Program (TYEP)	14
Agency Monitoring Cycle.....	15
Providing Notice of Equal Opportunity and Nondiscrimination.....	15
General Prohibitions on Discrimination.....	15
Providing Initial and Continuing Notice	15
Publications, Broadcasts, and Other Communications	16
FTE Monitoring Staff	17
Tennessee Department of Labor and Workforce Development Contact Information	17
Oversight Contact Information	17
Fiscal Contact Information	17
Program Accountability Review (PAR) Contact Information	17
Disclaimer	17
Appendices	18
Full Time Equivalent (FTE) Monitoring Staff	18
Total Sub-recipient Contracts	18
Total Sub-recipient Contracts Population.....	18
Total Sub-recipient Contracts to be Monitored	18
Sub-recipient Risk Assessment	18
Explanation of Previous Cycle Monitoring Findings	18
Program Monitoring Guides	18
Equal Employment Opportunity Questionnaire	18

Introduction

Monitoring and technical assistance are integral parts of the Tennessee Department of Labor and Workforce Development's (TDLWD) oversight responsibilities, as required by law. Monitoring is an essential part of program and financial management to ensure compliance with applicable laws, regulations, integrated workforce plans, provider agreements, policies, and procedures. Monitoring identifies areas of weakness and provides an opportunity to identify programmatic strengths. Technical assistance improves program operation and management capabilities.

TDLWD's approach to program and fiscal monitoring of each Local Workforce Development Board (LWDB) and sub-recipient uses a combination of on-site monitoring and desktop monitoring, as prescribed in Workforce Innovation and Opportunity Act (WIOA) Section 183. Special on-site reviews may be conducted to investigate allegations of mismanagement or to clarify questionable findings during monitoring. Special reviews may or may not result in corrective action.

The State must conduct an annual, on-site monitoring review of each Local Workforce Development Area (LWDA) fiscal compliance with 2 CFR 200, as required by WIOA Section 184(a)(4). Specific information will be requested from the LWDB, or its designated staff, and will be reviewed virtually prior to the on-site review. The TDLWD has established a more strategic method for programmatic and performance monitoring, through the implementation of Jobs4TN, which allows for virtual (desktop) monitoring of participant files and the upload of supporting documentation, including policies and program notes. On-site monitoring will still be conducted at a minimum of once per program year for both programmatic, carried out by Workforce Services Program Management staff and the Oversight Unit, and fiscal monitoring, carried out by Programmatic Accountability Review (PAR) staff.

Monitoring may also occur at the discretion of TDLWD and as the need is indicated by LWDBs. This flexibility allows for collaboration between the TDLWD and the LWDBs.

Process/Methodology

Oversight and monitoring will focus on LWDB and other sub-recipient systems to ensure that acceptable standards for fiscal accountability, program administration, procurement, and integrated service delivery are established and in practice. In addition to the annual monitoring and required formal monitoring reviews, oversight and programmatic reviews will be conducted year-round via program management and the Oversight Unit. This will ensure compliance with applicable administrative requirements, specifically the identification of system strengths, weaknesses, and required corrective actions.

Requirements of LWDBs to Monitor All Local WIOA-Funded Contracts

WIOA Section 185(c) provides that:

(c) GRANTEE INFORMATION RESPONSIBILITIES.—Each State, each local board, and each recipient (other than a sub-recipient, subgrantee, or contractor of a recipient) receiving funds under this title—

(1) shall make readily accessible such reports concerning its operations and expenditures as shall be prescribed by the Secretary;

(2) shall prescribe and maintain comparable management information systems, in accordance with guidelines that shall be prescribed by the Secretary, designed to facilitate the uniform compilation, cross-tabulation, and analysis of programmatic, participant, and financial data, on statewide, local area, and other appropriate bases, necessary for reporting, monitoring, and evaluating purposes, including data necessary to comply with section 188;

(3) shall monitor the performance of providers in complying with the terms of grants, contracts, or other agreements made pursuant to this title; and

(4) shall, to the extent practicable, submit or make available (including through electronic means) any reports, records, plans, or any other data that are required to be submitted or made available, respectively, under this title.

Program Oversight

As outlined in WIOA Section 107(d)(8), LWDBs are required to conduct monitoring and oversight of their sub-recipients. To ensure LWDBs are properly conducting oversight of WIOA funds, TDLWD requires LWDBs to establish and execute tools and guides to outline how monitoring activities will be conducted. In addition to conducting monitoring and oversight as the grantee, TDLWD will also monitor LWDBs on a quarterly basis to review their monitoring activities.

Pursuant to WIOA Section 107(d)(8), the LWDB (in partnership with the Chief Local Elected Official [CLEO] for the LWDA) must:

- Conduct oversight for local youth workforce investment activities, local employment and training activities for adults and dislocated workers, and the One-Stop Delivery System in the Local Workforce Development Area (LWDA);
- Ensure the appropriate use and management of funds provided for these activities; and
- Ensure appropriate use, management, and investment of funds to maximize performance outcomes under WIOA Section 116.

LWDBs and Fiscal Agents

Each sub-recipient of funds under WIOA Title I must conduct quarterly oversight and monitoring of its WIOA programs and contractors in order to:

- Determine that expenditures have been made against the proper cost categories and within the cost limitations, specified within WIOA and the regulations in this part;
- Determine whether there is programmatic compliance with WIOA, including additional applicable laws and regulations;
- Assure compliance with 2 CFR 200, specifically 2 CFR 200.34, Expenditures; 2 CFR 200.84, Questioned Cost; and 2 CFR 200.85, Real Property; and
- Determine compliance with the nondiscrimination, disability, and equal employment opportunity requirements of WIOA Section 188.

“Subaward” means an award provided by a pass-through entity to a sub-recipient for the sub-recipient to carry out part of a Federal award received by the pass-through entity. It does not include payments to a contractor or payments to an individual who is a beneficiary of a Federal program. A subaward may be provided through any form of legal agreement, including an agreement that the pass-through entity considers a contract.

“Contractor” means an entity that receives a legal instrument (i.e. contract) by which a non-Federal entity purchases property or services needed to carry out the project or program under a Federal award. The term as used in this part does not include a legal instrument, even if the non-Federal entity considers it a contract when the substance of the transaction meets the definition of a Federal award or subaward (2 CFR 200.22, Contracts).

The responsibilities of a contractor are to:

- Ensure monitoring of service providers on an annual basis and at least sixty (60) business days prior to the expiration of the service provider or sub-recipient contract with its subcontractors. This requirement includes the submission of monitoring reports and resolutions to the TDLWD Oversight Unit.
- Provide all requested documents to the TDLWD Program Accountability Review Unit (PAR unit) within fifteen (15) business days prior to the scheduled monitoring date.
- Provide all documents requested by the TDLWD Oversight Unit that are necessary to determine the scope of the on-site review. Documents must be presented in an organized manner in order to facilitate expedient examination by monitors.

- The Oversight Unit oversees program monitoring through the coordination of monitoring activities, issuing reports, and managing Corrective Action Plan (CAP) correspondence. Each Program Manager monitors its programs and subsequent activities.

Required LWDB Policies and Procedures

As a part of their oversight or monitoring role, each LWDB and fiscal agent must develop written policies and procedures to monitor WIOA-funded programs and the delivery of integrated services. All LWDB-approved policies must be signed by the LWDB Chair to demonstrate that they have been reviewed by the LWDB. Furthermore, all LWDB-approved policies must be made available to the public through the LWDB website.

LWDBs must ensure compliance at the local level concerning administrative and financial requirements, policies, and procedures in order to ensure performance goals are being achieved. Policies must be approved by the LWDB. Each LWDB should have a process to review, implement, and update policies. Local-level policies and guidance must align with all approved State Workforce Development Board (SWDB) policies and guidance, which can be found through the following link:

<https://www.tn.gov/workforce-services-tn/swdb/board-policies-and-guidance.html>

These specific monitoring policies and procedures may be consolidated into one comprehensive document. However, monitoring policies may also be separated into two (2) documents that distinctly and separately address LWDB and financial compliance requirements. Written policies and procedures must describe:

- The roles and functions of LWDBs, LWDB staff, and fiscal agents in their oversight or monitoring processes;
- Who, by title, is responsible for the monitoring of each program activity;
- The types of reports which will be prepared as a result of such monitoring;
- To whom reports will be distributed;
- The scope and frequency of monitoring efforts for each program activity;
- The methods which will be used to monitor program activities;
- Who, by title, is responsible for ensuring corrective actions are taken when problems are found;
- The timeframe, in terms of calendar days or weeks, for completion of corrective actions.
- Guidelines for follow-through monitoring, when necessary, to determine if corrective action has been completed; and
- An appeal process for disagreements, or disputes concerning the monitoring outcome.

TDLWD Central Office Monitoring: Workforce Service Oversight & Program Staff Procedures

Overall Responsibilities

The monitoring of programmatic and one-stop system operations will be conducted by the Workforce Services Division's Program Managers and Oversight Unit, operating in parallel roles to establish a distinct and independent monitoring framework. These reviews will be conducted in conjunction with fiscal monitoring performed by the Program Accountability Review (PAR) unit.

In accordance with Policy Number 2013-007 Grant Management and Subrecipient Monitoring Policy and Procedures, Section 9.2.3, which states, "To the extent possible, there should be a separation of duties between monitoring and program operations staff to allow for independence and objectivity. Possible conflicts of interest should be disclosed in Grantor State Agency monitoring plans," the structure ensures a clear separation between monitoring activities and Program Management, minimizing the risk of conflicts of interest.

The Oversight Unit is responsible for conducting interviews with AJC and subrecipient program staff to uphold the integrity of TDLWD’s monitoring process. While the Oversight Unit handles these responsibilities, Program Management remains accountable for monitoring its programs, particularly when required by federal or state policy. The process operates alongside existing Program Management activities, ensuring comprehensive oversight while maintaining distinct roles in the monitoring process.

Scheduling

The annual programmatic reviews for each LWDA identified in the Risk Assessment (appendix D) will be conducted according to the Oversight and WFS Programs schedule for monitoring. Program Management has the option to conduct voluntary on-site monitoring visits alongside the Oversight Unit if on-site monitoring is required for their programs. However, during these visits, Program Management staff and the Monitoring Unit will conduct separate and distinct interviews with program staff to maintain independence in the monitoring process. Additionally, Program Management will be responsible for arranging its own travel accommodations and obtaining necessary approvals if choosing to participate in an on-site visit.

To support Program Management in developing its own monitoring processes, the Monitoring Unit will revise monitoring tools to align with the goals outlined in the U.S. DOL Monitoring Guide. These tools will be shared to facilitate effective program management monitoring. Program Management staff will not be required to attend the Monitoring Unit’s entrance conferences and will only need to participate in exit conferences if a finding or observation is identified related to their program.

The following is the tentative schedule for this monitoring cycle. Please note that the PAR unit establishes a separate monitoring schedule for fiscal reviews.

October	November	December	January	February	March
N/A	N/A	N/A	Southern Middle LWDB	East LWDB	Northern Middle LWDB
April	May	June	July	August	September
Northeast LWDB & Greater Memphis LWDB	Northwest and Southwest LWDBs	N/A	Upper Cumberland LWDB	N/A	Southeast LWDB

Workforce Services Case File Review Process

To ensure a clear and parallel monitoring process between Workforce Services Oversight and Program Management, both units will generate monitoring samples for their respective programs using reports from Jobs4TN. To mitigate potential conflicts of interest in the case file review process, monitoring staff will select two (2) cases from each WIOA program type within the designated region for the month prior to the initiation of on-site monitoring. The Regional Oversight Coordinator (ROC) will use the approved attribute sheets to evaluate the randomly selected cases and

document all relevant data in the monitoring file. This data will enhance the quality of on-site interviews by identifying key areas of opportunity to address during the monitoring process.

Program Management staff will be responsible for training on eligibility determination, data validation, and the criteria used to generate reports. These reports will provide oversight of participant eligibility for WIOA services, including both enrolled and exited participants, while ensuring that all supporting documentation is available in participant files. Any instances of noncompliance will be documented to identify necessary corrections and inform future technical assistance training. Once a case file review is complete, both Program Management and the Oversight Unit will be responsible for communicating any necessary risk of notices or corrective actions found in their respective reviews to LWDB staff and identified training needs to the Training Unit for the development of Technical Assistance. This correspondence will include supporting documentation to demonstrate errors found during the review. Instances of noncompliance identified during the desktop review must be corrected within thirty (30) business days from reception of the request for corrective action.

Notification Process

The Oversight Unit's monitoring process begins with a sixty (60) calendar day Monitoring Letter, which provides the LWDB with sufficient time to prepare for the upcoming review. This letter notifies the LWDB of the monitoring timeframe, allowing them to gather newly requested documents and information related to subrecipient grant performance before the thirty (30) calendar day review period begins. Accompanying the letter will be a list of programs, including names, and any additional documentation required by the thirty (30) calendar day mark. This ensures the LWDB is fully informed and prepared in advance of the monitoring period.

Following the 60-day letter, the monitoring team will send the customary 30-day *Beginning of Monitoring Period* letter to request any outstanding documentation. This letter will also include specific dates for the Entrance Conference, providing the LWDB and staff with clear scheduling for the event.

Corrective Action

The monitored entity must submit a CAP within thirty (30) business days following the release of a monitoring report that requires corrective action. The CAP should outline the proposed resolution for each finding, including the name(s) of the responsible contact person(s), the corrective actions planned, and the anticipated completion date. The corrective actions should be implemented within thirty (30) business days of receiving the report, addressing deficiencies identified through audits, on-site reviews, or other means of monitoring.

In accordance with the Office of Budget and Management Circular A-50, which emphasizes prompt resolution and corrective actions on audit recommendations, the corrective action process should proceed as rapidly as possible. A follow-up review will be conducted thirty (30) calendar days after the CAP submission to verify that corrective actions are being followed or implemented. If the thirty (30) calendar day follow-up reveals that the CAP has not been successfully implemented, an additional follow-up will be conducted sixty (60) calendar days from the CAP approval date.

It is important to note that the PAR unit does not conduct corrective action plans as part of its reviews. If a finding is noted in the PAR report, the Oversight Unit will coordinate with PAR subject matter experts to ensure the issue is addressed. This process follows the same steps outlined for Oversight CAPs above, ensuring consistency and prompt resolution in addressing deficiencies detected through audits, on-site reviews, or other means.

Annual On-Site Visit

Throughout the program year, Workforce Services staff will conduct at least one on-site or virtual visit to each LWDA. These visits will typically span multiple days, during which American Job Center (AJC) and Local Workforce Development Board (LWDB) staff will be interviewed using an established on-site monitoring tool. This tool evaluates

various programmatic and administrative functions to assess compliance with federal and state regulations and determine the effectiveness of the programs. In addition to the standard monitoring tool, other items may be addressed if identified as necessary based on concerns raised or findings from previous reviews. The goal of these monitoring visits is to assess compliance with federal and state laws and to identify best practices for sharing across the state. The schedule for these reviews will follow the timelines established by both the Program Managers and the Oversight Unit, ensuring that monitoring is consistent and parallel across units.

To enhance the integrity of the monitoring process and minimize any potential conflicts of interest, interviews with on-site staff will be conducted separately by Program Managers and Oversight Unit, using approved monitoring tools. This approach ensures that there is no unintended overlap or conflict in roles, allowing both the Program Managers and the Oversight Unit to independently assess program effectiveness and compliance.

Before the entrance conference, the Regional Oversight Coordinator will review case file samples, submitted documentation, and previous reviews. This review will help inform the scope of the on-site monitoring visit and guide the selection of interview questions for LWDB and AJC staff.

During the on-site visit, the process will include the following steps:

- Entrance Conference
 - Introduction of the review team members.
 - Reiteration of the review's purpose and agenda.
 - Confirmation of logistics with LWDA staff.
 - Discussion of any issues identified during the document review.
- On-site Observation Period
 - The Monitoring Unit will conduct interviews with program staff to identify findings, highlight positive practices, and assess technical assistance needs.
- Program Demonstrations
 - The Regional Monitoring Officer will ask LWDB and AJC program staff to demonstrate key areas of their processes. These demonstrations will help understand workflows and identify where additional technical assistance may be needed.

This structured approach ensures a comprehensive, independent, and transparent monitoring process, with a clear separation between program management and oversight functions, maintaining objectivity and effectiveness in evaluating program performance.

Exit Conference

The exit conference provides an opportunity to review the issues discussed with the grant recipient during the on-site monitoring visit and will occur thirty (30) calendar days after the on-site visit has concluded. If needed, the Reviewer may conduct a preliminary exit conference on-site to gather additional information for management. This preliminary meeting allows for further clarification and will be followed by the formal exit conference.

Monitoring Report

Following the exit conference, a comprehensive, evidence-based monitoring report will be shared with the grant recipient. This report serves as an essential form of communication, documenting the issues discussed and corrective action requested during the exit conference. It ensures that no new findings or concerns are introduced post-visit, maintaining transparency and preventing any surprises. This approach fosters a collaborative and respectful relationship between the Oversight Unit and the grant recipient.

Special Award Grant Monitoring

Aside from awards given under WIOA, Workforce Services works to identify additional grants to meet the Governor's initiatives (e.g. service to justice-involved individuals, apprenticeship training, and rural development). Funds received through these awards supplement efforts to provide job training and workforce development to all Tennesseans.

Additional grants will be monitored in the same manner as other Workforce Services programs, such as WIOA Title I and SNAP E&T. At minimum—once a grant has been awarded—the TDLWD Program Director responsible for administration will evaluate the duties of their team, such in subject areas such as: programmatic, fiscal, and monitoring oversight.

Policy and Contract Reviews

LWDB-approved policies will be reviewed annually to ensure that they are updated regularly, reflect the most up-to-date guidance provided by the federal and state governments and that instruction is adhered to by sub-recipient staff. To carry this out the Oversight Unit will ensure that on a quarterly and annual basis, these policies are up-to-date and reflect LWDB requirements established by the federal and state governments.

TDLWD Central Office Monitoring: Performance Accountability Review (PAR) Procedures

Overall Responsibilities

Program and financial monitoring is also performed through on-site/virtual visits. During, and in advance of these visits, TDLWD will request a sample of documentation to monitor activities and programs.

The State must conduct an annual on-site monitoring review of each LWDA's fiscal compliance with 2 CFR 200, as required by WIOA Section 184(a)(4). TDLWD will prepare and distribute these monitoring instruments for information and self-assessment purposes.

The Oversight, Fiscal, Program Staff, and PAR units will review locally provided supportive documentation to determine compliance with all applicable regulations and standards. Monitoring and reviews will take place throughout the year. For on-site monitoring, the PAR unit will provide instructions—by separate correspondence—on required documents to be submitted to the PAR unit including a timeline. The PAR unit will supply a list of documents which must be available to monitors prior to and during the on-site review.

The PAR Unit will identify at least one (1) American Job Center (AJC) in the LWDA where on-site system monitoring will be conducted. PAR will submit monitoring notifications and updates to LWDB staff prior to their scheduled on-site monitoring visit.

Specific areas of emphasis, which are contained within the TDLWD's WIOA Monitoring Tool, include but are not limited to:

- System Administration and Effectiveness of Monitoring:
 - LWDB minutes, oversight and monitoring responsibilities.
 - Memorandums of Understanding (MOUs).
- Fiscal Compliance Oversight and Monitoring:
 - Fiscal agent operational policies and procedures;
 - Accounting system, entries, and documentation;
 - Procurement methods and documentation;
 - Contracts verification (i.e. purchase, rent, leases);
 - Administrative and Programmatic Costs

- Internal controls; and
- Personnel and payroll records.

Time Schedules

The PAR unit and Workforce Services Division will establish monitoring schedules separately.

Notification Process

The PAR will provide written notice to each entity being monitored at least thirty (30) calendar days prior to a review being conducted. The written notice will inform the entity of:

- The dates for the review
- Which programs will be reviewed
- The contract number of each contract that will be examined (if applicable)

If the date identified in the written notification is not convenient for the entity being monitored, then the entity must contact the monitors immediately. The entity and the monitors will determine a mutually satisfactory date and the review will be rescheduled.

State monitors and TDLWD executive management reserve the right to conduct unscheduled or monitoring reviews as appropriate.

Entrance Conference

Prior to the start of each on-site/virtual monitoring review the PAR unit—which may also include the Oversight Unit, Fiscal Unit, Technical Assistance unit, and Program Staff as needed—will hold an entrance conference with the LWDB staff, fiscal agent, or other interested parties to establish the purpose, parameters, and timeframe of the visit. During this meeting, any relevant information will be discussed which may enhance the effectiveness of the review. All previously requested documents must be available for review and distribution, including items to be retained by the monitoring team.

PAR Monitoring Process

The PAR unit will use the annually-updated monitoring guide to conduct fiscal system and program activity reviews. The guide will be amended as regulatory changes occur.

- The monitoring review may be conducted through desktop evaluation, on-site evaluation, or through a combination of these two processes.
- PAR unit monitors are authorized to monitor any entity receiving WIOA funds at the Comprehensive and other certified AJCs, including any contracts/entities utilizing WIOA funds through LWDBs.

After the monitors finish their examination, working papers will be established during the review and maintained by the TDLWD.

Exit Conference

An exit conference call will be conducted after each TDLWD monitoring review. The exit conference call will be provided to the LWDB, CLEO, and the entity's position responsible for funding, to identify issues that may result in noncompliance and/or questioned costs. Any changes after the exit conference will be communicated prior to the issuance of the report."

Monitoring Report

A monitoring report within thirty (30) business days from the conclusion of the exit conference.

Program Descriptions

Wagner Peyser

Wagner-Peyser grants are awarded to the TNDLWD on an annual basis through Statutory Formulas for State Allotments. A Funding Agreement is entered into between U.S. Department of Labor, Employment and Training Administration and TDLWD, and upon acceptance and approval of this Funding Agreement, the TDLWD receives the official Notice of Obligation (NOO) of Wagner-Peyser funds awarded the Workforce Services Division will apply formula factors, including those utilized by the federal grantee entailing the state's relative share of the civilian labor force and the state's relative number of unemployed individuals to determine allocations by LWDA. The State Workforce Development Board (SWDB) will be responsible for the development and approval of the allocation of funds for Wagner-Peyser activities carried out at the LWDB level.

Senior Community Service Employment Program

Senior Community Service Employment Program (SCSEP) grants are awarded to the TNDLWD on an annual basis through a Notice of Availability (NOA) of funds and Solicitation for Grant Applications (SGA) for the national grants portion of the SCSEP. Utilizing the federally established allocation, TDLWD disaggregates SCSEP funds to awardees based on positions or slots on an equitable basis and based on published Census Bureau equitable distribution list and the Bureau of Labor Statistics data providing the number of unemployed, low-income people who are 55 or older. A Funding Agreement is executed between the U.S. Department of Labor, Employment and Training Administration and TDWLD, and upon acceptance and approval of this Funding Agreement, the TDLWD receives the official Notice of Obligation (NOO) of SCSEP funds awarded. Currently, four of the six subgrantees are administered by the LWDA. The entities are reviewed annually for continued to be maintained in good standing with program and fiscal compliance. Contract amounts are determined on the number of participant's potential population and individuals on a demonstrated waiting list.

Trade Adjustment Assistance

In accordance with the Trade At of 1974 as amended, Trade Adjustment Assistance (TAA) grants are awarded to the TDLWD on an annual basis through Statutory Formulas for State Allotments. The allocation of TAA funds to states to provide training, employment, and case management services, job search allowances, relocation allowances, and related state administration (also referred to as Training and Other Activities) under all TAA programs is determined under the TAA funding formula as described in 20 CFR 618.910(f) and the factors indicated as follows: (1) trend in number of workers covered by certifications during the most recent four consecutive calendar quarters for which data are available; (2) trend in number of workers participating in training during the most recent four consecutive calendar quarters for which data are available; (3) number of workers estimated to be participating in training during the fiscal year; and (4) estimated amount of funding needed to provide approved training to such workers during the fiscal year. Factor 1 will be established using the most recent four quarters of data certified workers by state, and the quarters will be weighed 40 percent; 30 percent; 20 percent; and 10 percent; respectively from the most recent to the earliest quarters. This approach will establish a trend, giving the most recent quarters a greater impact on each factor than an earlier quarter.

Each LWDA would be allocated a percentage of the TAA funds for comprehensive AJC infrastructure cost, based on the number of workers covered by certifications during the prior calendar year in each of the respective local workforce investment areas. The state would estimate the base infrastructure funds to operate existing offices and then any funds remaining would be divided among the LWDA's comprehensive centers depending on the number of TAA clients that had been served in their LWDA the previous year. The SWDB will be responsible for the development and approval of the allocation of infrastructure funds based on TAA activities carried out at the LWDB level.

WIOA Title I (Adult, Youth and Dislocated Worker Programs)

WIOA Youth, Adult, and Dislocated Worker grants are awarded to the TN Department of Labor and Workforce Development (TDLWD) on an annual basis through statutory formulas for State allotments. A funding agreement is executed between the U.S. Department of Labor, Employment and Training Administration and TDLWD, and upon acceptance and approval of this Funding Agreement, TDLWD receives the official Notice of Obligation (NOO) of Youth, Adult, and Dislocated Worker funds awarded. The funds are provided as sub-awards to each of the nine designated LWDBs based on a federal formula allocation methodology. The SWDB is responsible for the development of additional allocation formulas for the distribution of funds for employment and training activities for youth, adult, and dislocated worker programs as permitted under sections 128(b)(2) and 133(b)(2) in WIOA. In addition to the formula allocation, the National Dislocated Worker Grant awards are addressed in Section 170 of WIOA relating to emergency or disaster related situations. These grants are awarded to states on an as needed basis through the same Funding Agreement NOO procedure to cover emergency or disaster situations of national significance that may result, or have resulted, in a potentially large loss of employment. National Dislocated Worker grants are awarded to the LWDBs in need of funding assistance as a result of the national emergency or disaster. Other discretionary awards associated with WIOA such as Disability Employment Initiatives are allocated to Local Workforce Investment Areas (LWIAs) based on respective need and have accompanying scopes of services including budget detail used to assure compliance to the respective awarded.

Supplemental Nutrition Assistance Program Employment & Training (SNAP E&T)

The Tennessee Department of Human Services (DHS) is a direct grantee of SNAP E&T funds provided by Food and Nutrition Services (FNS) of the United States Department of Agriculture (USDA). The TDLWD is a subrecipient of DHS allocated SNAP funding via Inter-Agency Agreement with DHS. The SNAP E&T program includes two main types of funding: (i) one hundred percent (100%) federal funds and (ii) fifty percent (50%) federal reimbursement funds. Each state is awarded a share of nationally capped allotment of one hundred percent (100%) federal funds to cover the administrative costs of providing SNAP E&T services. States must provide a non-federal match to receive the fifty percent (50%) federal reimbursement funds that are used to cover Participant Reimbursements. Third party expenditures may be claimed as state spending under either funding category, contingent upon approval FNS.

Sub-contractors will be selected and utilized for both administrative and programmatic functions of SNAP E&T. These subcontractors could be community/Faith based organizations, funding organizations or educational institutes. Allocated funding is based on approved scopes of work and budget line items by educational institutes. Allocated funding is based on approved scopes of work and budget line items by program staff at TDLWD. DHS will approve the allocated funding in the yearly SNAP E&T plan.

Re-Employment Services and Eligibility Assessment (RESEA)

On February 9, 2018, the President signed the Bipartisan Budget Act of 2018, Public Law 115-123 (BBA), which included amendments to the Social Security Act (SSA) that created a permanent authorization for the Re-Employment Services and Eligibility Assessment (RESEA) program. The RESEA program provides for a phased implementation of new program requirements over several years. The purposes of the RESEA program are identified in SSA Section 306(b):

1. To improve employment outcomes of UC recipients and to reduce the average duration of UC receipt through employment.
2. To strengthen program integrity and reduce improper UC payments through the detection and prevention of such payments to ineligible individuals.
3. To promote the alignment with the broader vision of WIOA of increased program integration and service delivery for job seekers, including UC claimants.
4. To establish re-employment services and eligibility assessments as an entry point for UC claimants into other workforce system partner programs.

Per UIPL 13-21, RESEA services may be delivered by Unemployment Insurance (UI) staff or qualified and trained ES staff, WIOA staff, or other AJC staff. State WP and Title I staff utilize assessments and the employability development

plans to assist unemployment claimants that have been identified as most likely to exhaust their UI benefits. This process assists with overcoming barriers and obstacles by receiving services that they need to become re-employed.

Under the Unemployment Compensation Amendments of 1993 Public Law 103-152 provides that states may utilize the Re-employment Eligibility Assessment program to identify unemployment claimants to receive re-employment services. The services can be delivered by state staff and/or a combination of state and LWDB staff. If LWDB staff are utilized to deliver services, LWDBs may receive RESEA funds from the state to cover costs associated with staffing and program related materials. Up to two staff members are designated as RESEA staff in career centers across the state. Each LWDB will be allocated funds to carry out RESEA services to participants based on the number of scheduled RESEAs be each area. The SWDB will be responsible for the development and approval of the allocation of funds for RESEA activities carried out at the LWDB level.

Jobs for Veterans State Grant

Jobs for Veterans State Grants (JVSGs) are awarded to the TNDLWD on an annual basis through a notice of availability (NOA) of funds and solicitations for grant applications (SGA) for the federal program administered by U.S. Department of Labor Veterans Employment and Training Service. The level of funding formula described in 38 U.S.C 4102A (c)(2)(B) and 20 CFR part 1001, subpart F. The State will allocate the funds to LWDBs based on the federal funding formula criteria.

Method of calculation State basic grant awards defines in 20 CFR part 1001.150, which includes:

1. In determining the amount of funds available to each State, the ratio of the number of veterans seeking employment in the State to the number of veterans seeking employment in all States will be used.
2. The number of veterans seeking employment will be determined on the number of veterans in the civilian labor force and the number of unemployed persons. The civilian labor force data will be obtained from the Local Area Unemployment Statistics (LAUS), both of which are compiled by the Department of Labor's Bureau of Labor Statistics.
3. Each State's basic grant allocation will be determined by dividing the number of unemployed persons in each State by the number of unemployed persons across all States (LAUS for the individual States/LAUS for all States) and by dividing the number of veterans in the civilian labor force in each State by the number of veterans in the civilian labor force across all States (CPS for the individual States/ CPS for all states).

The SWDB will be responsible for the development and approval of the allocation of funds for JVSG grant activities carried out at the LWDB level.

Tennessee Office of Reentry Procedures

TDLWD Re-entry program was established to provide comprehensive workforce services to support Justice Involved Individuals (JIIs) who are re-entering society and to reduce recidivism. The program provides employment-related services to JIIs to improve workforce outcomes for this population.

Funded through state appropriations, the Re-entry grants administered by the TN Office of Re-entry are to be administered locally through the Workforce Development System partners, LWDBs, private, non-profit, local city, and county governments, including state governmental agencies. The SWDB will be responsible for the development and approval of the allocation of funds for Re-entry grant activities.

Tennessee Youth Employment Program (TYEP)

TYEP grant funding is awarded from State appropriations to the TN Department of Labor and Workforce Development (TDLWD). TDLWD Workforce Services Division is supporting local efforts to increase youth employment and education attainment through TYEP. The benefit of the TYEP is to offer a paid employment opportunity to youth paired with

valuable first-hand work experience and educational learning. The TYEP grants administered locally through the Workforce Development System partners, LWDBs, private, non-profit, local city, and county governments, including state government agencies. The SWDB will be responsible for the development and approval of the allocation of funds for TYEP grant activities.

Agency Monitoring Cycle

Monitoring Cycle: October 1, 2024- September 30, 2025

The TDLWD will monitor all open contracts with expenditures as of October 1, 2024. Doing so fulfills the requirements under the Central Procurement Office Grant Management and Sub-recipient Monitoring Policy and Procedures, Policy Number 2013-007. Appendices C-1 and C-2, included within this document, are current as of October 1, 2024. Advanced funding contracts will be added to Appendices C-1 and C-2 during the first quarter of the 2025 Calendar Year.

Providing Notice of Equal Opportunity and Nondiscrimination

General Prohibitions on Discrimination

"No individual in the United States may, on the basis of race, color, religion, sex, national origin, age, disability, political affiliation or belief, and for beneficiaries, applicants, and participants only, citizenship or participation in any WIOA Title I financially assisted program or activity, be excluded from participation in, denied the benefits of, subjected to discrimination under, or denied employment in the administration of or in connection with any WIOA Title I financially assisted program or activity". (29 CFR 38.5)

Providing Initial and Continuing Notice

- All recipients of financial assistance under WIOA (excluding the beneficiaries of WIOA programs or activities) must provide initial and continuous notice that they do not discriminate on any prohibited basis, as outlined under "General Prohibitions on Discrimination".
- For the purpose of equal employment opportunity and nondiscrimination regulations, recipients include but are not limited to:
 - State-level agencies that administer WIOA Title I funds, whether financed in whole or in part by WIOA;
 - State Workforce Agencies;
 - State and Local Workforce Development Boards;
 - Local grant recipients;
 - One-Stop Operators;
 - Service providers, including eligible training providers;
 - On-the-Job Training (OJT) employers;
 - Job Corps contractors and center operators;
 - Job Corps national training contractors;
 - Outreach and admissions agencies, including Job Corps contractors that perform these functions;
 - Placement agencies, including Job Corps contractors that perform these functions; and
 - Other National Program recipients.
- This non-discrimination notice must be provided to:
 - Registrants, applicants, and eligible applicants/registrants;
 - Participants;
 - Applicants for employment and employees;
 - Unions or professional organizations that hold collective bargaining or professional agreements with the recipient;
 - Sub-recipients that receive WIOA Title I financial assistance from the recipient; and

- Members of the public, including those with impaired vision or hearing and those with limited English proficiency.

Recipients must take appropriate steps to ensure that communications with individuals with disabilities are as effective as communications with others. (29 CFR 38.34, 29 CFR 38.4(h), 29 CFR 38.15)

- The Equal Opportunity is the Law poster—which is available in English, Arabic, Chinese, and Spanish—must be posted prominently, in a reasonable numbers of places, in available and conspicuous physical locations and on the recipient's website.
- The international symbol for accessibility must be shown to direct individuals to an accessible entrance, including the telephone number to call if accommodation is needed to receive services. Information concerning these regulations can be found in the Methods of Administration, specifically Element V.
- If the customer needs language assistance and is unable to identify the language in which they need assistance, the Avanza Language Line can help to identify the language the customer is speaking. (29 CFR 38.36[c])
- The following should be observed concerning the Equal Employment Opportunity is the Law Signature Form:
 - All individuals registered in WIOA should read, understand, and sign the complaint procedure signature form. A signed copy must be given to the individual and an additional signed copy must be placed in the individual's file.
 - LWDBs must provide the complaint procedure signature form to all current employees (regardless of whether the positions are partially or fully-funded by WIOA) and ensure that all new employees receive this form when they begin employment (again, regardless of whether the positions are partially or fully-funded by WIOA). All employees should read, understand, and sign the complaint procedure form which should then be placed in their personnel file.
 - Applicants for WIOA services or applicants for employment with the recipient have access to the appropriately displayed equal employment opportunity and nondiscrimination posters and information.
 - The complaint signature forms are printed in English. LWDBs should use Avaza Language Services to translate the form for use by service providers located in an area that has a substantial number of participants who require notification in other languages.
 - Orientation presentations to new participants, new employees, and/or the general public regarding WIOA financially funded programs must include a discussion of rights under the nondiscrimination and equal employment opportunity provisions of WIOA.

Publications, Broadcasts, and Other Communications

Recipients must indicate that the WIOA Title I financially assisted program or activity in question is an “equal opportunity employer/program” and that “auxiliary aids and services are available upon request to individuals with disabilities.” This indication must be included in recruitment brochures and other materials that are ordinarily distributed or communicated—whether in written, oral, electronic, and/or paper format—to staff, clients, or the public at large to describe programs financially assisted under Title I of WIOA, including the requirements for participation.

Where such materials indicate that the recipient may be reached by voice telephone, the materials must also prominently provide the telephone number of the text telephone (TTY) or equally effective telecommunications system—such as a relay service—used by the recipient.

“Recipients that publish or broadcast program information in the news media must ensure that such publications and broadcasts state that the WIOA Title I-financially assisted program or activity in question is an equal opportunity employer/program (or otherwise indicate that discrimination in the WIOA Title I-financially assisted program or activity is prohibited by Federal law), and indicate that auxiliary aids and services are available upon request to individuals with disabilities.” (29 CFR 38.38[b])

FTE Monitoring Staff

Please refer to Appendix A.

Tennessee Department of Labor and Workforce Development Contact Information

Oversight Contact Information

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Disclaimer

This guide outlines the steps, procedures, process, and methods utilized by TDLWD in accordance with both state and federal regulations associated with the administration of WIOA funds. In addition to the documents within this guide, TDLWD will utilize internal participant attribute sheets to review individual participant data. The steps, procedures, process, and methods outlined in this guide will govern the utilization of the review and collection of the data via the participant attribute sheets.

Appendices

Full Time Equivalent (FTE) Monitoring Staff

FTE Monitoring Staff can be found in Appendix A

Total Sub-recipient Contracts

Total sub-recipient contracts are demonstrated in Appendix B, current as of October 1, 2024.

Total Sub-recipient Contracts Population

Total sub-recipient contracts population is demonstrated in Appendix C-1. This appendix is current as of October 1, 2024.

Total Sub-recipient Contracts to be Monitored

Total sub-recipient contracts to be monitored as demonstrated in Appendix C-2. This appendix is current as of October 1, 2024.

Sub-recipient Risk Assessment

Please refer to Appendix D.

Explanation of Previous Cycle Monitoring Findings

Please refer to Appendix E.

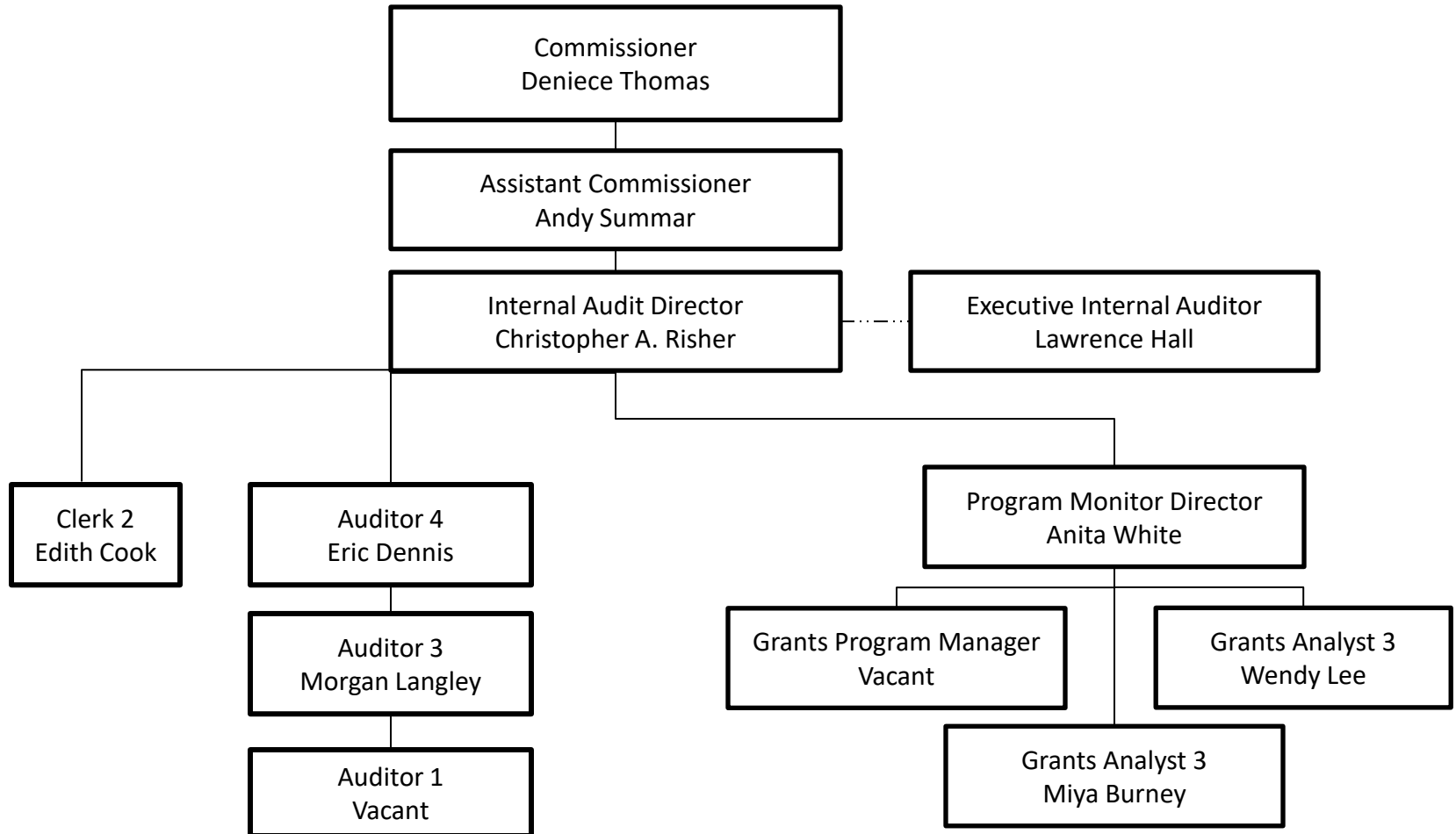
Program Monitoring Guides

Please refer to Appendix F.

Equal Employment Opportunity Questionnaire

Please refer to Appendix G.

Internal Audit Organizational Chart



Appendix B

Organization
Greater Memphis Local Workforce Development Board/Workforce Mid-South
Southwest Local Workforce Development Board/Workforce Innovations
Northwest Local Workforce Development Board/Workforce Innovations
Northern Middle Local Workforce Development Board/Northern Middle Local Workforce Development Board, Inc.
Southern Middle Local Workforce Development Board/South Central Tennessee Development District
Upper Cumberland Local Workforce Development Board/Upper Cumberland Local Workforce Development Board, Inc.
Southeast Local Workforce Development Board/Southeast TN Development District
East Local Workforce Development Board/East Tennessee Human Resource Agency Inc.
Northeast Local Workforce Development Board/First Tennessee Development District
Boys & Girls Clubs in Tennessee
Center For Employment Opportunities, Inc.
Hamilton County Government
Knoxville Leadership Foundation
Men of Valor
Peer Power Foundation
School Seed Foundation
Tennessee Builders Education Foundation
TCAT Knoxville
Tennessee Community Services Agency
Tennessee Prison Outreach Ministry
The University of Tennessee
Urban League of Middle Tennessee
United Way of Middle Tennessee, Inc. DBA United Way of Metropolitan Nashville
Xcelente Trucking Logistics LLC

Appendix C-1

Organization	Application Type	Agency Tracking Number	Contract Begin Date	Contract End Date	Total Contract Budget
Boys & Girls Clubs in Tennessee	Statewide Activities	LW37F241SYSWA24	09/01/2023	06/30/2025	\$321,521.00
Center for Employment Opportunities, Inc.	Supplemental Nutrition Assistance Program	LW22F241SSNAP24	10/01/2023	09/30/2024	\$442,893.84
East Tennessee Human Resource Agency Inc	Youth	LWETP211YOUTH22	04/01/2021	06/30/2023	\$2,222,063.45
East Tennessee Human Resource Agency Inc	Adult	LWETP211ADULT22	07/01/2021	06/30/2023	\$382,924.25
East Tennessee Human Resource Agency Inc	Dislocated Worker	LWETP211DSLWK22	07/01/2021	06/30/2023	\$368,338.07
East Tennessee Human Resource Agency Inc	Adult	LWETF221ADULT22	10/01/2021	06/30/2023	\$1,804,765.54
East Tennessee Human Resource Agency Inc	Dislocated Worker	LWETF221DSLWK22	10/01/2021	06/30/2023	\$1,567,292.04
East Tennessee Human Resource Agency Inc	Youth	LWETP221YOUTH23	04/01/2022	06/30/2024	\$1,903,524.00
East Tennessee Human Resource Agency Inc	Apprenticeship	LWETF231APSWA23	07/01/2022	06/30/2023	\$263,855.00
East Tennessee Human Resource Agency Inc	Infrastructure Funding Agreement	LWETP221ESIFA23	07/01/2022	06/30/2023	\$540,518.37
East Tennessee Human Resource Agency Inc	Senior Community Service Employment Program	LWETP221SCSEP23	07/01/2022	06/30/2023	\$252,982.00
East Tennessee Human Resource Agency Inc	Adult	LWETP221ADULT23	07/01/2022	06/30/2024	\$343,814.00
East Tennessee Human Resource Agency Inc	Dislocated Worker	LWETP221DSLWK23	07/01/2022	06/30/2024	\$381,771.00
East Tennessee Human Resource Agency Inc	Reemployment Services and Eligibility Assessment	LWETF211RESEA21	10/01/2022	09/30/2023	\$176,164.00
East Tennessee Human Resource Agency Inc	Adult	LWETF231ADULT23	10/01/2022	06/30/2024	\$1,536,451.00
East Tennessee Human Resource Agency Inc	Dislocated Worker	LWETF231DSLWK23	10/01/2022	06/30/2024	\$1,527,503.00
East Tennessee Human Resource Agency Inc	Statewide Activities	LWETF231RYSWA23	10/01/2022	06/30/2023	\$110,000.00
East Tennessee Human Resource Agency Inc	Statewide Activities	LWETP221MNSWA23	02/15/2023	06/30/2023	\$10,000.00

East Tennessee Human Resource Agency Inc	Rapid Response	LWETF211CBRSP21	02/15/2023	06/30/2023	\$190,000.00
East Tennessee Human Resource Agency Inc	Apprenticeship	LWETF241APSWA24	07/01/2023	06/30/2024	\$243,000.00
East Tennessee Human Resource Agency Inc	Infrastructure Funding Agreement	LWETP231ESIFA24	07/01/2023	06/30/2024	\$603,474.36
East Tennessee Human Resource Agency Inc	Youth	LWETP231YOUTH24	04/01/2023	06/30/2025	\$1,698,466.60
East Tennessee Human Resource Agency Inc	Statewide Activities	LWETF241SYSWA24	07/01/2023	06/30/2025	\$674,881.00
East Tennessee Human Resource Agency Inc	Adult	LWETP231ADULT24	07/01/2023	06/30/2025	\$330,602.18
East Tennessee Human Resource Agency Inc	Dislocated Worker	LWETP231DSLWK24	07/01/2023	06/30/2025	\$367,712.28
East Tennessee Human Resource Agency Inc	Statewide Activities	LWETF241RYSWA24	08/15/2023	06/30/2024	\$95,000.00
East Tennessee Human Resource Agency Inc	Statewide Activities	LWETF242RYSWA24	08/15/2023	06/30/2024	\$25,000.00
East Tennessee Human Resource Agency Inc	Reemployment Services and Eligibility Assessment	LWETF221RESEA22	10/01/2023	09/30/2024	\$176,641.00
East Tennessee Human Resource Agency Inc	Senior Community Service Employment Program	LWETP231SCSEP24	07/01/2023	06/30/2024	\$254,942.00
East Tennessee Human Resource Agency Inc	Statewide Activities	LWETP231MNSWA24	10/15/2023	06/30/2024	\$13,278.00
East Tennessee Human Resource Agency Inc	Statewide Activities	LWETF221CBSWA22	10/15/2023	06/30/2024	\$252,287.00
East Tennessee Human Resource Agency Inc	Dislocated Worker	LWETF241DSLWK24	10/01/2023	06/30/2025	\$1,337,375.32
East Tennessee Human Resource Agency Inc	Adult	LWETF241ADULT24	10/01/2023	06/30/2025	\$1,350,357.26
East Tennessee Human Resource Agency Inc	Adult	LWETP241ADULT25	07/01/2024	06/30/2026	\$346,279.00
East Tennessee Human Resource Agency Inc	Dislocated Worker	LWETP241DSLWK25	07/01/2024	06/30/2026	\$349,597.00
East Tennessee Human Resource Agency Inc	Youth	LWETP241YOUTH25	04/01/2024	06/30/2026	\$1,726,470.00

East Tennessee Human Resource Agency Inc	Senior Community Service Employment Program	LWETP241SCSEP25	07/01/2024	06/30/2025	\$242,276.00
East Tennessee Human Resource Agency Inc	Infrastructure Funding Agreement	LWETP241ESIFA25	07/01/2024	06/30/2025	\$695,405.47
East Tennessee Human Resource Agency Inc	Apprenticeship	LWETF251APSWA25	09/03/2024	06/30/2025	\$200,750.00
East Tennessee Human Resource Agency Inc	Adult	LWETF251ADULT25	10/01/2024	06/30/2026	\$1,415,136.00
East Tennessee Human Resource Agency Inc	Dislocated Worker	LWETF251DSLWK25	10/01/2024	06/30/2026	\$1,272,159.00
East Tennessee Human Resource Agency Inc	Apprenticeship	LWETP231NATAP24	10/01/2024	06/30/2025	\$120,000.00
East Tennessee Human Resource Agency Inc	National Dislocated Worker	LWETF251DRDWG25	10/01/2024	09/30/2026	\$203,900.00
First Tennessee Development District	Youth	LWNEP221YOUTH23	04/01/2022	06/30/2024	\$898,870.00
First Tennessee Development District	Adult	LWNEF222ADULT22	06/21/2022	06/30/2023	\$340,994.22
First Tennessee Development District	Dislocated Worker	LWNEF222DSLWK22	06/21/2022	06/30/2023	\$533,552.48
First Tennessee Development District	Infrastructure Funding Agreement	LWNEP221ESIFA23	07/01/2022	06/30/2023	\$296,913.74
First Tennessee Development District	Apprenticeship	LWNEF231APSWA23	07/01/2022	06/30/2023	\$116,393.00
First Tennessee Development District	National Dislocated Worker	LWNEF202DRDWG20	07/01/2022	06/30/2023	\$97,349.24
First Tennessee Development District	National Dislocated Worker	LWNEF206DRDWG20	07/01/2022	06/30/2023	\$331,233.26
First Tennessee Development District	Senior Community Service Employment Program	LWNEP221SCSEP23	07/01/2022	06/30/2023	\$207,807.00
First Tennessee Development District	Adult	LWNEP221ADULT23	07/01/2022	06/30/2024	\$164,956.00
First Tennessee Development District	Dislocated Worker	LWNEP221DSLWK23	07/01/2022	06/30/2024	\$142,447.00
First Tennessee Development District	Reemployment Services and Eligibility Assessment	LWNEF211RESEA21	10/01/2022	09/30/2023	\$90,279.00
First Tennessee Development District	Adult	LWNEF231ADULT23	10/01/2022	06/30/2024	\$737,159.00
First Tennessee Development District	Statewide Activities	LWNEF231RYSWA23	10/01/2022	06/30/2023	\$121,000.00
First Tennessee Development District	Dislocated Worker	LWNEF231DSLWK23	10/01/2022	06/30/2024	\$569,943.00
First Tennessee Development District	Statewide Activities	LWNEP221MNSWA23	02/15/2023	06/30/2023	\$10,000.00
First Tennessee Development District	Rapid Response	LWNEP201CBRSP21	02/15/2023	06/30/2023	\$190,000.00
First Tennessee Development District	Infrastructure Funding Agreement	LWNEP231ESIFA24	07/01/2023	06/30/2024	\$459,261.52

First Tennessee Development District	Youth	LWNEP231YOUTH24	04/01/2023	06/30/2025	\$826,025.29
First Tennessee Development District	Apprenticeship	LWNEF241APSWA24	07/01/2023	06/30/2024	\$114,912.00
First Tennessee Development District	Statewide Activities	LWNEF241SYSWA24	07/01/2023	06/30/2025	\$839,859.00
First Tennessee Development District	Adult	LWNEP231ADULT24	07/01/2023	06/30/2025	\$163,816.63
First Tennessee Development District	Dislocated Worker	LWNEP231DSLWK24	07/01/2023	06/30/2025	\$129,319.52
First Tennessee Development District	Statewide Activities	LWNEF241RYSWA24	08/15/2023	06/30/2024	\$25,000.00
First Tennessee Development District	Reemployment Services and Eligibility Assessment	LWNEF221RESEA22	10/01/2023	09/30/2024	\$115,319.00
First Tennessee Development District	Senior Community Service Employment Program	LWNEP231SCSEP24	07/01/2023	06/30/2024	\$209,417.00
First Tennessee Development District	Statewide Activities	LWNEF221CBSWA22	10/15/2023	06/30/2024	\$252,287.00
First Tennessee Development District	Apprenticeship	LWNEP231NATAP24	11/01/2023	06/30/2024	\$30,000.00
First Tennessee Development District	Statewide Activities	LWNEP231MNSWA24	10/15/2023	06/30/2024	\$13,278.00
First Tennessee Development District	Adult	LWNEF241ADULT24	10/01/2023	06/30/2025	\$669,115.30
First Tennessee Development District	Dislocated Worker	LWNEF241DSLWK24	10/01/2023	06/30/2025	\$470,337.10
First Tennessee Development District	Wagner-Peyser	LWNEP231WP32524	08/01/2024	08/31/2026	\$40,000.00
First Tennessee Development District	Youth	LWNEP241YOUTH25	04/01/2024	06/30/2026	\$1,036,819.00
First Tennessee Development District	Adult	LWNEP241ADULT25	07/01/2024	06/30/2026	\$201,818.00
First Tennessee Development District	Dislocated Worker	LWNEP241DSLWK25	07/01/2024	06/30/2026	\$130,822.00
First Tennessee Development District	Senior Community Service Employment Program	LWNEP241SCSEP25	07/01/2024	06/30/2025	\$215,356.00
First Tennessee Development District	Infrastructure Funding Agreement	LWNEP241ESIFA25	07/01/2024	06/30/2025	\$294,015.01
First Tennessee Development District	Apprenticeship	LWNEF251APSWA25	09/03/2024	06/30/2025	\$96,250.00
First Tennessee Development District	Apprenticeship	LWNEP232NATAP24	10/01/2024	06/30/2025	\$60,000.00
First Tennessee Development District	Adult	LWNEF251ADULT25	10/01/2024	06/30/2026	\$824,767.00
First Tennessee Development District	Dislocated Worker	LWNEF251DSLWK25	10/01/2024	06/30/2026	\$476,053.00
First Tennessee Development District	National Dislocated Worker	LWNEF251DRDWG25	10/01/2024	09/30/2026	\$537,556.00
Greater Memphis Chamber	Dislocated Worker	LWGMF242DSLWK24	11/17/2023	06/30/2025	\$1,589,498.77
Greater Memphis Chamber	Adult	LWGMF242ADULT24	11/17/2023	06/30/2025	\$2,334,701.20
Greater Memphis Chamber	Reemployment Services and Eligibility Assessment	LWGMF222RESEA22	11/17/2023	09/30/2024	\$112,501.00
Greater Memphis Chamber	Apprenticeship	LWGMF242APSWA24	11/17/2023	06/30/2024	\$163,167.00
Greater Memphis Chamber	Statewide Activities	LWGMF242SYSWA24	11/17/2023	06/30/2025	\$1,298,751.88
Greater Memphis Chamber	Dislocated Worker	LWGMP232DSLWK24	11/17/2023	06/30/2025	\$148,354.57

Greater Memphis Chamber	Youth	LWGMP232YOUTH24	11/17/2023	06/30/2025	\$3,176,602.19
Greater Memphis Chamber	Senior Community Service Employment Program	LWGMP232SCSEP24	11/17/2023	06/30/2024	\$284,713.42
Greater Memphis Chamber	Infrastructure Funding Agreement	LWGMP232ESIFA24	11/17/2023	06/30/2024	\$455,510.44
Greater Memphis Chamber	Statewide Activities	LWGMP222CBSWA22	11/17/2023	06/30/2024	\$79,670.00
Greater Memphis Chamber	Statewide Activities	LWGMP232MNSWA24	11/17/2023	06/30/2024	\$4,193.00
Greater Memphis Chamber	Statewide Activities	LWGMP241MNSWA24	11/17/2023	06/30/2024	\$178,402.18
Greater Memphis Chamber	Adult	LWGMP241ADULT25	07/01/2024	06/30/2026	\$654,939.00
Greater Memphis Chamber	Dislocated Worker	LWGMP241DSLWK25	07/01/2024	06/30/2026	\$524,129.00
Greater Memphis Chamber	Youth	LWGMP241YOUTH25	04/01/2024	06/30/2026	\$3,377,489.00
Greater Memphis Chamber	Infrastructure Funding Agreement	LWGMP241ESIFA25	07/01/2024	06/30/2025	\$1,017,347.98
Greater Memphis Chamber	Senior Community Service Employment Program	LWGMP241SCSEP25	07/01/2024	06/30/2025	\$421,739.00
Greater Memphis Chamber	Statewide Activities	LWGMP251RYSWA25	08/01/2024	06/30/2025	\$100,000.00
Greater Memphis Chamber	Apprenticeship	LWGMP251APSWA25	09/03/2024	06/30/2025	\$75,790.00
Greater Memphis Chamber	Dislocated Worker	LWGMP251DSLWK25	10/01/2024	06/30/2026	\$1,907,266.00
Greater Memphis Chamber	Adult	LWGMP251ADULT25	10/01/2024	06/30/2026	\$2,676,530.00
Hamilton County Government	Statewide Activities	LW30F242SYSWA24	09/01/2023	06/30/2025	\$255,627.00
Hamilton County Sheriff's Office	Statewide Activities	LW39F241RYSWA25	08/01/2024	06/30/2025	\$94,800.00
Knoxville Leadership Foundation	Statewide Activities	LW31F241RYSWA24	08/15/2023	06/30/2024	\$100,000.00
Knoxville Leadership Foundation	Statewide Activities	LW31F251RYSWA25	08/01/2024	06/30/2025	\$100,000.00
Men of Valor	Supplemental Nutrition Assistance Program	LW28F241SSNAP24	10/01/2023	09/30/2024	\$760,437.05
Northern Middle Tennessee Local Workforce Development Board, Inc.	Youth	LWNMP211YOUTH22	04/01/2021	06/30/2023	\$2,935,628.33
Northern Middle Tennessee Local Workforce Development Board, Inc.	Adult	LWNMP211ADULT22	07/01/2021	06/30/2023	\$490,252.09
Northern Middle Tennessee Local Workforce Development Board, Inc.	Dislocated Worker	LWNMP211DSLWK22	07/01/2021	06/30/2023	\$683,151.55
Northern Middle Tennessee Local Workforce Development Board, Inc.	National Dislocated Worker	LWNMF211DRDWG21	08/21/2021	08/20/2023	\$550,085.00
Northern Middle Tennessee Local Workforce Development Board, Inc.	Dislocated Worker	LWNMF221DSLWK22	10/01/2021	06/30/2023	\$2,906,835.00
Northern Middle Tennessee Local Workforce Development Board, Inc.	Adult	LWNMF221ADULT22	10/01/2021	06/30/2023	\$2,310,613.86

Northern Middle Tennessee Local Workforce Development Board, Inc.	Youth	LWNMP221YOUTH23	04/01/2022	06/30/2024	\$3,054,142.00
Northern Middle Tennessee Local Workforce Development Board, Inc.	National Dislocated Worker	LWNMF206DRDWG20	07/01/2022	06/30/2023	\$1,425,739.69
Northern Middle Tennessee Local Workforce Development Board, Inc.	Apprenticeship	LWNMF231APSWA23	07/01/2022	06/30/2023	\$204,647.00
Northern Middle Tennessee Local Workforce Development Board, Inc.	Infrastructure Funding Agreement	LWNMP221ESIFA23	07/01/2022	06/30/2023	\$575,954.41
Northern Middle Tennessee Local Workforce Development Board, Inc.	Adult	LWNMP221ADULT23	07/01/2022	06/30/2024	\$536,868.00
Northern Middle Tennessee Local Workforce Development Board, Inc.	Dislocated Worker	LWNMP221DSLWK23	07/01/2022	06/30/2024	\$687,136.00
Northern Middle Tennessee Local Workforce Development Board, Inc.	Reemployment Services and Eligibility Assessment	LWNMF211RESEA21	10/01/2022	09/30/2023	\$263,934.00
Northern Middle Tennessee Local Workforce Development Board, Inc.	Statewide Activities	LWNMF231RYSWA23	10/01/2022	06/30/2023	\$80,000.00
Northern Middle Tennessee Local Workforce Development Board, Inc.	Adult	LWNMF231ADULT23	10/01/2022	06/30/2024	\$2,399,174.00
Northern Middle Tennessee Local Workforce Development Board, Inc.	Dislocated Worker	LWNMF231DSLWK23	10/01/2022	06/30/2024	\$2,749,294.00
Northern Middle Tennessee Local Workforce Development Board, Inc.	Statewide Activities	LWNMP221MNSWA23	02/15/2023	06/30/2023	\$10,000.00
Northern Middle Tennessee Local Workforce Development Board, Inc.	Rapid Response	LWNMF211CBRSP21	02/15/2023	06/30/2023	\$190,000.00
Northern Middle Tennessee Local Workforce Development Board, Inc.	Statewide Activities	LWNMF241SYSWA24	07/01/2023	06/30/2025	\$2,084,151.00
Northern Middle Tennessee Local Workforce Development Board, Inc.	Statewide Activities	LWNMF231SYSWA23	06/01/2023	06/30/2023	\$10,560.00
Northern Middle Tennessee Local Workforce Development Board, Inc.	Infrastructure Funding Agreement	LWNMP231ESIFA24	07/01/2023	06/30/2024	\$570,129.05
Northern Middle Tennessee Local Workforce Development Board, Inc.	Youth	LWNMP231YOUTH24	04/01/2023	06/30/2025	\$2,510,336.98
Northern Middle Tennessee Local Workforce Development Board, Inc.	Apprenticeship	LWNMF241APSWA24	07/01/2023	06/30/2024	\$193,575.00
Northern Middle Tennessee Local Workforce Development Board, Inc.	Adult	LWNMP231ADULT24	07/01/2023	06/30/2025	\$474,938.00
Northern Middle Tennessee Local Workforce Development Board, Inc.	Dislocated Worker	LWNMP231DSLWK24	07/01/2023	06/30/2025	\$628,565.73

Northern Middle Tennessee Local Workforce Development Board, Inc.	Reemployment Services and Eligibility Assessment	LWNMF221RESEA22	10/01/2023	09/30/2024	\$259,250.00
Northern Middle Tennessee Local Workforce Development Board, Inc.	Statewide Activities	LWNMF221CBSWA22	10/15/2023	06/30/2024	\$252,287.00
Northern Middle Tennessee Local Workforce Development Board, Inc.	Apprenticeship	LWNMP231NATAP24	11/01/2023	06/30/2024	\$30,000.00
Northern Middle Tennessee Local Workforce Development Board, Inc.	Statewide Activities	LWNMP231MNSWA24	10/15/2023	06/30/2024	\$13,278.00
Northern Middle Tennessee Local Workforce Development Board, Inc.	Adult	LWNMF241ADULT24	10/01/2023	06/30/2025	\$1,939,902.44
Northern Middle Tennessee Local Workforce Development Board, Inc.	Dislocated Worker	LWNMF241DSLWK24	10/01/2023	06/30/2025	\$2,286,103.38
Northern Middle Tennessee Local Workforce Development Board, Inc.	Statewide Activities	LWNMF231SESWA23	03/01/2024	06/30/2025	\$353,920.00
Northern Middle Tennessee Local Workforce Development Board, Inc.	Statewide Activities	LWNMF241MNSWA24	03/01/2024	06/30/2025	\$35,392.00
Northern Middle Tennessee Local Workforce Development Board, Inc.	Adult	LWNMP241ADULT25	07/01/2024	06/30/2026	\$513,365.00
Northern Middle Tennessee Local Workforce Development Board, Inc.	Dislocated Worker	LWNMP241DSLWK25	07/01/2024	06/30/2026	\$628,632.00
Northern Middle Tennessee Local Workforce Development Board, Inc.	Youth	LWNMP241YOUTH25	04/01/2024	06/30/2026	\$2,794,305.00
Northern Middle Tennessee Local Workforce Development Board, Inc.	Infrastructure Funding Agreement	LWNMP241ESIFA25	07/01/2024	06/30/2025	\$484,310.37
Northern Middle Tennessee Local Workforce Development Board, Inc.	Apprenticeship	LWNMF251APSWA25	09/03/2024	06/30/2025	\$156,200.00
Northern Middle Tennessee Local Workforce Development Board, Inc.	Apprenticeship	LWNMP232NATAP24	10/01/2024	06/30/2025	\$125,000.00
Northern Middle Tennessee Local Workforce Development Board, Inc.	Adult	LWNMF251ADULT25	10/01/2024	06/30/2026	\$2,097,963.00
Northern Middle Tennessee Local Workforce Development Board, Inc.	Dislocated Worker	LWNMF251DSLWK25	10/01/2024	06/30/2026	\$2,287,545.00
Peer Power Foundation	Statewide Activities	LW36F241SYSWA24	09/01/2023	06/30/2025	\$1,471,125.00
Project Return Inc	Statewide Activities	LW33F241RYSWA24	08/15/2023	06/30/2024	\$99,999.30
Project Return Inc	Statewide Activities	LW33F251RYSWA25	08/01/2024	06/30/2025	\$198,026.50
SchoolSeed Foundation	Statewide Activities	LW38F251RYSWA25	08/01/2024	06/30/2025	\$100,000.00
South Central Tennessee Development District	Youth	LWSMP211YOUTH22	04/01/2021	06/30/2023	\$850,673.13

South Central Tennessee Development District	Dislocated Worker	LWSMP211DSLWK22	07/01/2021	06/30/2023	\$131,790.62
South Central Tennessee Development District	Adult	LWSMP211ADULT22	07/01/2021	06/30/2023	\$150,903.35
South Central Tennessee Development District	Dislocated Worker	LWSMF221DSLWK22	10/01/2021	06/30/2023	\$560,773.93
South Central Tennessee Development District	Adult	LWSMF221ADULT22	10/01/2021	06/30/2023	\$711,224.65
South Central Tennessee Development District	Youth	LWSMP221YOUTH23	04/01/2022	06/30/2024	\$687,756.00
South Central Tennessee Development District	National Dislocated Worker	LWSMF206DRDWG20	07/01/2022	06/30/2023	\$644,595.14
South Central Tennessee Development District	Infrastructure Funding Agreement	LWSMP221ESIFA23	07/01/2022	06/30/2023	\$287,496.64
South Central Tennessee Development District	Apprenticeship	LWSMF231APSWA23	07/01/2022	06/30/2023	\$53,356.00
South Central Tennessee Development District	National Dislocated Worker	LWSMF202DRDWG20	07/01/2022	06/30/2023	\$4,354.92
South Central Tennessee Development District	Adult	LWSMP221ADULT23	07/01/2022	06/30/2024	\$130,042.00
South Central Tennessee Development District	Dislocated Worker	LWSMP221DSLWK23	07/01/2022	06/30/2024	\$146,120.00
South Central Tennessee Development District	Reemployment Services and Eligibility Assessment	LWSMF211RESEA21	10/01/2022	09/30/2023	\$77,163.00
South Central Tennessee Development District	Adult	LWSMF231ADULT23	10/01/2022	06/30/2024	\$581,139.00
South Central Tennessee Development District	Statewide Activities	LWSMF231RYSWA23	10/01/2022	06/30/2023	\$170,000.00
South Central Tennessee Development District	Dislocated Worker	LWSMF231DSLWK23	10/01/2022	06/30/2024	\$584,641.00
South Central Tennessee Development District	Statewide Activities	LWSMP221MNSWA23	02/15/2023	06/30/2023	\$10,000.00
South Central Tennessee Development District	Rapid Response	LWSMF211CBRSP21	02/15/2023	06/30/2023	\$190,000.00
South Central Tennessee Development District	Statewide Activities	LWSMF241SYSWA24	07/01/2023	06/30/2025	\$1,862,845.00
South Central Tennessee Development District	Apprenticeship	LWSMF241APSWA24	07/01/2023	06/30/2024	\$16,342.00

South Central Tennessee Development District	Infrastructure Funding Agreement	LWSMP231ESIFA24	07/01/2023	06/30/2024	\$231,180.42
South Central Tennessee Development District	Youth	LWSMP231YOUTH24	04/01/2023	06/30/2025	\$669,851.09
South Central Tennessee Development District	Adult	LWSMP231ADULT24	07/01/2023	06/30/2025	\$137,035.93
South Central Tennessee Development District	Dislocated Worker	LWSMP231DSLWK24	07/01/2023	06/30/2025	\$151,544.34
South Central Tennessee Development District	Statewide Activities	LWSMF241RYSWA24	08/15/2023	06/30/2024	\$75,000.00
South Central Tennessee Development District	Reemployment Services and Eligibility Assessment	LWSMF221RESEA22	10/01/2023	09/30/2024	\$77,494.00
South Central Tennessee Development District	National Dislocated Worker	LWSMP231DRDWG24	09/30/2023	09/30/2026	\$1,673,917.72
South Central Tennessee Development District	Statewide Activities	LWSMF231CBSWA23	10/15/2023	06/30/2024	\$252,287.00
South Central Tennessee Development District	Statewide Activities	LWSMP231MNSWA24	10/15/2023	06/30/2024	\$13,278.00
South Central Tennessee Development District	Adult	LWSMF241ADULT24	10/01/2023	06/30/2025	\$559,728.49
South Central Tennessee Development District	Dislocated Worker	LWSMF241DSLWK24	10/01/2023	06/30/2025	\$551,169.13
South Central Tennessee Development District	Youth	LWSMP241YOUTH25	04/01/2024	06/30/2026	\$621,751.00
South Central Tennessee Development District	Adult	LWSMP241ADULT25	07/01/2024	06/30/2026	\$127,082.00
South Central Tennessee Development District	Dislocated Worker	LWSMP241DSLWK25	07/01/2024	06/30/2026	\$129,918.00
South Central Tennessee Development District	Infrastructure Funding Agreement	LWSMP241ESIFA25	07/01/2024	06/30/2025	\$243,790.30
South Central Tennessee Development District	Apprenticeship	LWSMF251APSWA25	09/03/2024	06/30/2025	\$16,346.00
South Central Tennessee Development District	Adult	LWSMF251ADULT25	10/01/2024	06/30/2026	\$519,338.00
South Central Tennessee Development District	Dislocated Worker	LWSMF251DSLWK25	10/01/2024	06/30/2026	\$472,762.00
South Central Tennessee Development District	Apprenticeship	LWSMP231NATAP24	10/01/2024	06/30/2025	\$32,500.00

South Central Tennessee Development District	Statewide Activities	LWSMP231YUSWA23	01/01/2025	07/31/2025	\$275,000.00
South Central Tennessee Workforce Alliance	Statewide Activities	LWN08F241RYSWA24	08/15/2023	06/30/2024	\$93,109.00
Southeast Tennessee Development District	Youth	LWSEP211YOUTH22	04/01/2021	06/30/2023	\$1,358,768.58
Southeast Tennessee Development District	Dislocated Worker	LWSEP211DSLWK22	07/01/2021	06/30/2023	\$213,780.27
Southeast Tennessee Development District	Adult	LWSEP211ADULT22	07/01/2021	06/30/2023	\$227,077.06
Southeast Tennessee Development District	Adult	LWSEF221ADULT22	10/01/2021	06/30/2023	\$1,070,240.01
Southeast Tennessee Development District	Dislocated Worker	LWSEF221DSLWK22	10/01/2021	06/30/2023	\$909,642.94
Southeast Tennessee Development District	Youth	LWSEP221YOUTH23	04/01/2022	06/30/2024	\$1,200,272.00
Southeast Tennessee Development District	National Dislocated Worker	LWSEF202DRDWG20	07/01/2022	06/30/2023	\$195,542.98
Southeast Tennessee Development District	National Dislocated Worker	LWSEF206DRDWG20	07/01/2022	06/30/2023	\$990,141.37
Southeast Tennessee Development District	Apprenticeship	LWSEF231APSWA23	07/01/2022	06/30/2023	\$83,974.00
Southeast Tennessee Development District	Infrastructure Funding Agreement	LWSEP221ESIFA23	07/01/2022	06/30/2023	\$533,813.48
Southeast Tennessee Development District	Adult	LWSEP221ADULT23	07/01/2022	06/30/2024	\$208,810.00
Southeast Tennessee Development District	Dislocated Worker	LWSEP221DSLWK23	07/01/2022	06/30/2024	\$211,358.00
Southeast Tennessee Development District	Reemployment Services and Eligibility Assessment	LWSEF211RESEA21	10/01/2022	09/30/2023	\$99,418.00
Southeast Tennessee Development District	Adult	LWSEF231ADULT23	10/01/2022	06/30/2024	\$933,138.00
Southeast Tennessee Development District	Dislocated Worker	LWSEF231DSLWK23	10/01/2022	06/30/2024	\$845,662.00
Southeast Tennessee Development District	Statewide Activities	LWSEF231RYSWA23	10/01/2022	06/30/2023	\$140,000.00
Southeast Tennessee Development District	Statewide Activities	LWSEP221MNSWA23	02/15/2023	06/30/2023	\$10,000.00
Southeast Tennessee Development District	Rapid Response	LWSEF211CBRSP21	02/15/2023	06/30/2023	\$190,000.00
Southeast Tennessee Development District	Statewide Activities	LWSEF241SYSWA24	07/01/2023	06/30/2025	\$1,879,465.00
Southeast Tennessee Development District	Infrastructure Funding Agreement	LWSEP231ESIFA24	07/01/2023	06/30/2024	\$537,644.15
Southeast Tennessee Development District	Youth	LWSEP231YOUTH24	04/01/2023	06/30/2025	\$1,062,118.13
Southeast Tennessee Development District	Apprenticeship	LWSEF241APSWA24	07/01/2023	06/30/2024	\$72,008.00
Southeast Tennessee Development District	Adult	LWSEP231ADULT24	07/01/2023	06/30/2025	\$198,892.31
Southeast Tennessee Development District	Dislocated Worker	LWSEP231DSLWK24	07/01/2023	06/30/2025	\$268,897.67
Southeast Tennessee Development District	Statewide Activities	LWSEF241RYSWA24	08/15/2023	06/30/2024	\$50,000.00
Southeast Tennessee Development District	Reemployment Services and Eligibility Assessment	LWSEF221RESEA22	10/01/2023	09/30/2024	\$95,055.00
Southeast Tennessee Development District	National Dislocated Worker	LWSEP231DRDWG24	09/30/2023	09/30/2026	\$1,518,164.25
Southeast Tennessee Development District	Statewide Activities	LWSEF231CBSWA23	10/15/2023	06/30/2024	\$252,287.00

Southeast Tennessee Development District	Statewide Activities	LWSEP231MNSWA24	10/15/2023	06/30/2024	\$13,278.00
Southeast Tennessee Development District	Adult	LWSEF241ADULT24	10/01/2023	06/30/2025	\$812,383.24
Southeast Tennessee Development District	Dislocated Worker	LWSEF241DSLWK24	10/01/2023	06/30/2025	\$977,985.02
Southeast Tennessee Development District	Youth	LWSEP241YOUTH25	04/01/2024	06/30/2026	\$1,167,881.00
Southeast Tennessee Development District	Adult	LWSEP241ADULT25	07/01/2024	06/30/2026	\$215,462.00
Southeast Tennessee Development District	Dislocated Worker	LWSEP241DSLWK25	07/01/2024	06/30/2026	\$219,591.00
Southeast Tennessee Development District	Infrastructure Funding Agreement	LWSEP241ESIFA25	07/01/2024	06/30/2025	\$515,045.07
Southeast Tennessee Development District	Apprenticeship	LWSEF251APSWA25	09/03/2024	06/30/2025	\$71,500.00
Southeast Tennessee Development District	Adult	LWSEF251ADULT25	10/01/2024	06/30/2026	\$880,527.00
Southeast Tennessee Development District	Dislocated Worker	LWSEF251DSLWK25	10/01/2024	06/30/2026	\$799,077.00
Southeast Tennessee Development District	Apprenticeship	LWSEP231NATAP24	10/01/2024	06/30/2025	\$25,000.00
Tennessee Builders Education Foundation	Statewide Activities	LW35F241RYSWA24	08/15/2023	06/30/2024	\$46,891.00
Tennessee College of Applied Technology Knoxville	Statewide Activities	LWH19F241RYSWA24	08/15/2023	06/30/2024	\$94,985.00
Tennessee College of Applied Technology Knoxville	Statewide Activities	LWH19F251RYSWA25	08/01/2024	06/30/2025	\$200,000.00
Tennessee Community Services Agency	Senior Community Service Employment Program	LW20P241SCSEP25	07/01/2024	06/30/2025	\$296,115.00
Tennessee Higher Education Initiative	Statewide Activities	LW32F241RYSWA24	08/15/2023	06/30/2024	\$100,000.00
Tennessee Prison Outreach Ministry	Statewide Activities	LW34F241RYSWA24	08/15/2023	06/30/2024	\$100,000.00
Tennessee Prison Outreach Ministry	Statewide Activities	LW34F251RYSWA25	08/01/2024	06/30/2025	\$99,020.00
The University of Tennessee	Supplemental Nutrition Assistance Program	LW21F241SSNAP24	10/01/2023	09/30/2024	\$520,976.25
The University of Tennessee	Supplemental Nutrition Assistance Program	LW21F241QSNAP24	10/01/2023	09/30/2024	\$524,015.19
The University of Tennessee	Supplemental Nutrition Assistance Program	LW21F251SSNAP25	10/01/2024	09/30/2025	\$559,510.00
The University of Tennessee	Supplemental Nutrition Assistance Program	LW21F251QSNAP25	10/01/2024	09/30/2025	\$522,904.00
United Way of Middle Tennessee, Inc. DBA United Way of Metropolitan Nashville	Supplemental Nutrition Assistance Program	LW24F251SSNAP25	10/01/2024	09/30/2025	\$3,143,307.24
Upper Cumberland Local Workforce Development Board, Inc.	Youth	LWUCP211YOUTH22	04/01/2021	06/30/2023	\$671,146.78
Upper Cumberland Local Workforce Development Board, Inc.	Adult	LWUCP211ADULT22	07/01/2021	06/30/2023	\$120,277.71
Upper Cumberland Local Workforce Development Board, Inc.	Dislocated Worker	LWUCP211DSLWK22	07/01/2021	06/30/2023	\$95,422.11

Upper Cumberland Local Workforce Development Board, Inc.	Adult	LWUCF221ADULT22	10/01/2021	06/30/2023	\$566,882.48
Upper Cumberland Local Workforce Development Board, Inc.	Dislocated Worker	LWUCF221DSLWK22	10/01/2021	06/30/2023	\$406,024.55
Upper Cumberland Local Workforce Development Board, Inc.	Statewide Activities	LWUCP202ADSWA21	07/01/2022	06/30/2023	\$252,000.00
Upper Cumberland Local Workforce Development Board, Inc.	Statewide Activities	LWUCP201YUSWA21	07/01/2022	06/30/2023	\$150,000.00
Upper Cumberland Local Workforce Development Board, Inc.	Youth	LWUCP221YOUTH23	04/01/2022	06/30/2024	\$562,153.00
Upper Cumberland Local Workforce Development Board, Inc.	National Dislocated Worker	LWUCF202DRDWG20	07/01/2022	06/30/2023	\$319,183.50
Upper Cumberland Local Workforce Development Board, Inc.	National Dislocated Worker	LWUCF206DRDWG20	07/01/2022	06/30/2023	\$642,987.55
Upper Cumberland Local Workforce Development Board, Inc.	Apprenticeship	LWUCF231APSWA23	07/01/2022	06/30/2023	\$79,952.00
Upper Cumberland Local Workforce Development Board, Inc.	Infrastructure Funding Agreement	LWUCP221ESIFA23	07/01/2022	06/30/2023	\$157,633.48
Upper Cumberland Local Workforce Development Board, Inc.	Senior Community Service Employment Program	LWUCP221SCSEP23	07/01/2022	06/30/2023	\$189,737.00
Upper Cumberland Local Workforce Development Board, Inc.	Adult	LWUCP221ADULT23	07/01/2022	06/30/2024	\$105,872.00
Upper Cumberland Local Workforce Development Board, Inc.	Dislocated Worker	LWUCP221DSLWK23	07/01/2022	06/30/2024	\$97,582.00
Upper Cumberland Local Workforce Development Board, Inc.	Reemployment Services and Eligibility Assessment	LWUCF211RESEA21	10/01/2022	09/30/2023	\$88,717.00
Upper Cumberland Local Workforce Development Board, Inc.	Adult	LWUCF231ADULT23	10/01/2022	06/30/2024	\$473,126.00
Upper Cumberland Local Workforce Development Board, Inc.	Dislocated Worker	LWUCF231DSLWK23	10/01/2022	06/30/2024	\$390,437.00
Upper Cumberland Local Workforce Development Board, Inc.	Statewide Activities	LWUCF231RYSWA23	10/01/2022	06/30/2023	\$80,000.00
Upper Cumberland Local Workforce Development Board, Inc.	Statewide Activities	LWUCP221MNSWA23	02/15/2023	06/30/2023	\$10,000.00
Upper Cumberland Local Workforce Development Board, Inc.	Rapid Response	LWUCF211CBRSP21	02/15/2023	06/30/2023	\$190,000.00
Upper Cumberland Local Workforce Development Board, Inc.	Statewide Activities	LWUCF241SYSWA24	07/01/2023	06/30/2025	\$775,086.00

Upper Cumberland Local Workforce Development Board, Inc.	Apprenticeship	LWUCF241APSWA24	07/01/2023	06/30/2024	\$116,497.00
Upper Cumberland Local Workforce Development Board, Inc.	Infrastructure Funding Agreement	LWUCP231ESIFA24	07/01/2023	06/30/2024	\$211,485.14
Upper Cumberland Local Workforce Development Board, Inc.	Youth	LWUCP231YOUTH24	04/01/2023	06/30/2025	\$563,813.57
Upper Cumberland Local Workforce Development Board, Inc.	Adult	LWUCP231ADULT24	07/01/2023	06/30/2025	\$114,387.48
Upper Cumberland Local Workforce Development Board, Inc.	Dislocated Worker	LWUCP231DSLWK24	07/01/2023	06/30/2025	\$92,777.27
Upper Cumberland Local Workforce Development Board, Inc.	Senior Community Service Employment Program	LWUCP231SCSEP24	07/01/2023	06/30/2024	\$191,207.00
Upper Cumberland Local Workforce Development Board, Inc.	Reemployment Services and Eligibility Assessment	LWUCF221RESEA22	10/01/2023	09/30/2024	\$114,306.00
Upper Cumberland Local Workforce Development Board, Inc.	Statewide Activities	LWUCP211CBSWA22	10/15/2023	06/30/2024	\$252,287.00
Upper Cumberland Local Workforce Development Board, Inc.	National Dislocated Worker	LWUCP231DRDWG24	09/30/2023	09/30/2026	\$200,000.00
Upper Cumberland Local Workforce Development Board, Inc.	Apprenticeship	LWUCP231NATAP24	11/01/2023	06/30/2024	\$30,000.00
Upper Cumberland Local Workforce Development Board, Inc.	Statewide Activities	LWUCP231MNSWA24	10/15/2023	06/30/2024	\$13,278.00
Upper Cumberland Local Workforce Development Board, Inc.	Adult	LWUCF241ADULT24	10/01/2023	06/30/2025	\$467,220.03
Upper Cumberland Local Workforce Development Board, Inc.	Dislocated Worker	LWUCF241DSLWK24	10/01/2023	06/30/2025	\$337,432.37
Upper Cumberland Local Workforce Development Board, Inc.	Adult	LWUCP241ADULT25	07/01/2024	06/30/2026	\$128,126.00
Upper Cumberland Local Workforce Development Board, Inc.	Youth	LWUCP241YOUTH25	04/01/2024	06/30/2026	\$671,660.00
Upper Cumberland Local Workforce Development Board, Inc.	Dislocated Worker	LWUCP241DSLWK25	07/01/2024	06/30/2026	\$94,828.00
Upper Cumberland Local Workforce Development Board, Inc.	Infrastructure Funding Agreement	LWUCP241ESIFA25	07/01/2024	06/30/2025	\$197,355.94
Upper Cumberland Local Workforce Development Board, Inc.	Senior Community Service Employment Program	LWUCP241SCSEP25	07/01/2024	06/30/2025	\$179,463.00

Upper Cumberland Local Workforce Development Board, Inc.	Apprenticeship	LWUCF251APSWA25	09/03/2024	06/30/2025	\$61,677.00
Upper Cumberland Local Workforce Development Board, Inc.	Adult	LWUCF251ADULT25	10/01/2024	06/30/2026	\$523,611.00
Upper Cumberland Local Workforce Development Board, Inc.	Dislocated Worker	LWUCF251DSLWK25	10/01/2024	06/30/2026	\$345,073.00
Upper Cumberland Local Workforce Development Board, Inc.	Apprenticeship	LWUCP232NATAP24	10/01/2024	06/30/2025	\$120,000.00
Urban League of Middle Tennessee	Statewide Activities	LW29F242SYSWA24	09/01/2023	06/30/2025	\$1,423,197.00
Workforce Innovations, Inc	Youth	LWNWP211YOUTH22	04/01/2021	06/30/2023	\$683,885.21
Workforce Innovations, Inc	Statewide Activities	LWNWF211SESWA21	07/01/2021	06/30/2023	\$665,725.00
Workforce Innovations, Inc	Adult	LWNWP211ADULT22	07/01/2021	06/30/2023	\$120,946.93
Workforce Innovations, Inc	Dislocated Worker	LWNWP211DSLWK22	07/01/2021	06/30/2023	\$92,275.81
Workforce Innovations, Inc	Dislocated Worker	LWNWF221DSLWK22	10/01/2021	06/30/2023	\$392,636.97
Workforce Innovations, Inc	Adult	LWNWF221ADULT22	10/01/2021	06/30/2023	\$570,036.64
Workforce Innovations, Inc	Adult	LWSWF222ADULT22	04/14/2022	06/30/2023	\$375,000.00
Workforce Innovations, Inc	Youth	LWSWP212YOUTH22	04/14/2022	06/30/2023	\$553,188.12
Workforce Innovations, Inc	Dislocated Worker	LWSWP212DSLWK22	04/14/2022	06/30/2023	\$40,879.49
Workforce Innovations, Inc	Dislocated Worker	LWSWF222DSLWK22	04/14/2022	06/30/2023	\$370,679.37
Workforce Innovations, Inc	Statewide Activities	LWNWP201MNSWA21	07/01/2022	06/30/2023	\$19,572.50
Workforce Innovations, Inc	Youth	LWNWP221YOUTH23	04/01/2022	06/30/2024	\$606,322.00
Workforce Innovations, Inc	Youth	LWSWP221YOUTH23	04/01/2022	06/30/2024	\$576,172.00
Workforce Innovations, Inc	National Dislocated Worker	LWNWF206DRDWG20	07/01/2022	06/30/2023	\$17,610.02
Workforce Innovations, Inc	Apprenticeship	LWNWF231APSWA23	07/01/2022	06/30/2023	\$86,127.00
Workforce Innovations, Inc	Apprenticeship	LWSWF231APSWA23	07/01/2022	06/30/2023	\$74,698.00
Workforce Innovations, Inc	Infrastructure Funding Agreement	LWNWP221ESIFA23	07/01/2022	06/30/2023	\$303,362.75
Workforce Innovations, Inc	Infrastructure Funding Agreement	LWSWP221ESIFA23	07/01/2022	06/30/2023	\$213,097.09
Workforce Innovations, Inc	National Dislocated Worker	LWSWF206DRDWG20	07/01/2022	06/30/2023	\$334,335.58
Workforce Innovations, Inc	National Dislocated Worker	LWSWF202DRDWG20	07/01/2022	06/30/2023	\$142,213.70
Workforce Innovations, Inc	National Dislocated Worker	LWNWF202DRDWG20	07/01/2022	06/30/2023	\$469,121.19
Workforce Innovations, Inc	Senior Community Service Employment Program	LWSWP221SCSEP23	07/01/2022	06/30/2023	\$162,631.00
Workforce Innovations, Inc	Adult	LWSWP221ADULT23	07/01/2022	06/30/2024	\$105,989.00

Workforce Innovations, Inc	Adult	LWNWP221ADULT23	07/01/2022	06/30/2024	\$111,998.00
Workforce Innovations, Inc	Dislocated Worker	LWNWP221DSLWK23	07/01/2022	06/30/2024	\$90,001.00
Workforce Innovations, Inc	Dislocated Worker	LWSWP221DSLWK23	07/01/2022	06/30/2024	\$84,152.00
Workforce Innovations, Inc	Reemployment Services and Eligibility Assessment	LWNWF211RESEA21	10/01/2022	09/30/2023	\$37,856.00
Workforce Innovations, Inc	Reemployment Services and Eligibility Assessment	LWSWF211RESEA21	10/01/2022	09/30/2023	\$37,022.00
Workforce Innovations, Inc	Adult	LWNWF231ADULT23	10/01/2022	06/30/2024	\$500,499.00
Workforce Innovations, Inc	Adult	LWSWF231ADULT23	10/01/2022	06/30/2024	\$473,644.00
Workforce Innovations, Inc	Dislocated Worker	LWNWF231DSLWK23	10/01/2022	06/30/2024	\$360,103.00
Workforce Innovations, Inc	Dislocated Worker	LWSWF231DSLWK23	10/01/2022	06/30/2024	\$336,699.00
Workforce Innovations, Inc	Statewide Activities	LWNWF231RYSWA23	10/01/2022	06/30/2023	\$140,000.00
Workforce Innovations, Inc	Statewide Activities	LWSWF231RYSWA23	10/01/2022	06/30/2023	\$110,000.00
Workforce Innovations, Inc	Statewide Activities	LWNWP201YUSWA21	11/22/2022	06/30/2023	\$120,000.00
Workforce Innovations, Inc	Statewide Activities	LWSWP221MNSWA23	02/15/2023	06/30/2023	\$10,000.00
Workforce Innovations, Inc	Rapid Response	LWSWF211CBRSP21	02/15/2023	06/30/2023	\$190,000.00
Workforce Innovations, Inc	Statewide Activities	LWNWP221MNSWA23	02/15/2023	06/30/2023	\$13,450.00
Workforce Innovations, Inc	Rapid Response	LWNWP211CBRSP22	02/15/2023	06/30/2023	\$255,550.00
Workforce Innovations, Inc	Statewide Activities	LWNWF241SYSWA24	07/01/2023	06/30/2025	\$858,867.00
Workforce Innovations, Inc	Statewide Activities	LWSWF241SYSWA24	07/01/2023	06/30/2025	\$710,298.00
Workforce Innovations, Inc	Statewide Activities	LWNWF221ADSWA22	07/01/2023	06/30/2024	\$232,000.00
Workforce Innovations, Inc	Statewide Activities	LWNWP211YUSWA22	07/01/2023	06/30/2024	\$105,000.00
Workforce Innovations, Inc	Statewide Activities	LWNWP223MNSWA23	07/01/2023	06/30/2024	\$37,444.43
Workforce Innovations, Inc	Infrastructure Funding Agreement	LWSWP231ESIFA24	07/01/2023	06/30/2024	\$208,093.63
Workforce Innovations, Inc	Infrastructure Funding Agreement	LWNWP231ESIFA24	07/01/2023	06/30/2024	\$304,249.39
Workforce Innovations, Inc	Youth	LWSWP231YOUTH24	04/01/2023	06/30/2025	\$514,724.81
Workforce Innovations, Inc	Youth	LWNWP231YOUTH24	04/01/2023	06/30/2025	\$531,546.34
Workforce Innovations, Inc	Apprenticeship	LWNWF241APSWA24	07/01/2023	06/30/2024	\$69,387.00
Workforce Innovations, Inc	Apprenticeship	LWSWF241APSWA24	07/01/2023	06/30/2024	\$84,175.00
Workforce Innovations, Inc	Adult	LWNWP231ADULT24	07/01/2023	06/30/2025	\$106,001.41
Workforce Innovations, Inc	Adult	LWSWP231ADULT24	07/01/2023	06/30/2025	\$102,285.79
Workforce Innovations, Inc	Dislocated Worker	LWNWP231DSLWK24	07/01/2023	06/30/2025	\$81,761.34
Workforce Innovations, Inc	Dislocated Worker	LWSWP231DSLWK24	07/01/2023	06/30/2025	\$76,827.75
Workforce Innovations, Inc	Statewide Activities	LWSWF242RYSWA24	08/15/2023	06/30/2024	\$25,000.00
Workforce Innovations, Inc	Statewide Activities	LWNWF242RYSWA24	08/15/2023	06/30/2024	\$50,000.00
Workforce Innovations, Inc	Statewide Activities	LWSWF241RYSWA24	08/15/2023	06/30/2024	\$203,466.67

Workforce Innovations, Inc	Statewide Activities	LWNWF241RYSWA24	08/15/2023	06/30/2024	\$130,000.00
Workforce Innovations, Inc	Senior Community Service Employment Program	LWSWP231SCSEP24	07/01/2023	06/30/2024	\$163,892.00
Workforce Innovations, Inc	Reemployment Services and Eligibility Assessment	LWSWF221RESEA22	10/01/2023	09/30/2024	\$41,859.00
Workforce Innovations, Inc	Reemployment Services and Eligibility Assessment	LWNWF221RESEA22	10/01/2023	09/30/2024	\$44,075.00
Workforce Innovations, Inc	Statewide Activities	LWNWP231MNSWA24	10/15/2023	06/30/2024	\$17,859.00
Workforce Innovations, Inc	Statewide Activities	LWSWP231MNSWA24	10/15/2023	06/30/2024	\$13,278.00
Workforce Innovations, Inc	Apprenticeship	LWSWP231NATAP24	11/01/2023	06/30/2024	\$31,578.94
Workforce Innovations, Inc	Apprenticeship	LWNWP231NATAP24	11/01/2023	06/30/2024	\$31,578.94
Workforce Innovations, Inc	National Dislocated Worker	LWNWP231DRDWG24	09/30/2023	09/30/2026	\$684,419.58
Workforce Innovations, Inc	National Dislocated Worker	LWSWP231DRDWG24	09/30/2023	09/30/2026	\$684,419.58
Workforce Innovations, Inc	Statewide Activities	LWSWF231CBSWA23	10/15/2023	06/30/2024	\$252,287.00
Workforce Innovations, Inc	Statewide Activities	LWNWF221CBSWA22	10/15/2023	06/30/2024	\$339,323.00
Workforce Innovations, Inc	Adult	LWNWF241ADULT24	10/01/2023	06/30/2025	\$432,966.81
Workforce Innovations, Inc	Dislocated Worker	LWNWF241DSLWK24	10/01/2023	06/30/2025	\$297,367.25
Workforce Innovations, Inc	Adult	LWSWF241ADULT24	10/01/2023	06/30/2025	\$417,790.23
Workforce Innovations, Inc	Dislocated Worker	LWSWF241DSLWK24	10/01/2023	06/30/2025	\$279,423.74
Workforce Innovations, Inc	Rapid Response	LWSWF221EDRSP22	01/22/2024	06/30/2024	\$632,948.75
Workforce Innovations, Inc	Statewide Activities	LWSWP232MNSWA24	01/22/2024	06/30/2025	\$66,626.18
Workforce Innovations, Inc	Statewide Activities	LWSWF231EDSWA23	03/01/2024	06/30/2025	\$632,948.75
Workforce Innovations, Inc	Statewide Activities	LWNWF251RYSWA25	08/01/2024	06/30/2025	\$200,000.00
Workforce Innovations, Inc	Statewide Activities	LWSWF251RYSWA25	08/01/2024	06/30/2025	\$100,000.00
Workforce Innovations, Inc	Adult	LWNWP241ADULT25	07/01/2024	06/30/2026	\$108,831.00
Workforce Innovations, Inc	Dislocated Worker	LWNWP241DSLWK25	07/01/2024	06/30/2026	\$74,926.00
Workforce Innovations, Inc	Youth	LWNWP241YOUTH25	04/01/2024	06/30/2026	\$535,226.00
Workforce Innovations, Inc	Adult	LWSWP241ADULT25	07/01/2024	06/30/2026	\$115,498.00
Workforce Innovations, Inc	Dislocated Worker	LWSWP241DSLWK25	07/01/2024	06/30/2026	\$79,926.00
Workforce Innovations, Inc	Youth	LWSWP241YOUTH25	04/01/2024	06/30/2026	\$577,385.00
Workforce Innovations, Inc	Senior Community Service Employment Program	LWSWP241SCSEP25	07/01/2024	06/30/2025	\$152,544.00
Workforce Innovations, Inc	Infrastructure Funding Agreement	LWNWP241ESIFA25	07/01/2024	06/30/2025	\$303,362.79

Workforce Innovations, Inc	Infrastructure Funding Agreement	LWSWP241ESIFA25	07/01/2024	06/30/2025	\$200,131.69
Workforce Innovations, Inc	Statewide Activities	LWSWP231EDSWA24	07/01/2024	06/30/2025	\$1,085,055.00
Workforce Innovations, Inc	Apprenticeship	LWNWF251APSWA25	09/03/2024	06/30/2025	\$59,246.00
Workforce Innovations, Inc	Apprenticeship	LWSWF251APSWA25	09/03/2024	06/30/2025	\$66,440.00
Workforce Innovations, Inc	Apprenticeship	LWNWP232NATAP24	10/01/2024	06/30/2025	\$20,000.00
Workforce Innovations, Inc	Apprenticeship	LWSWP232NATAP24	10/01/2024	06/30/2025	\$30,000.00
Workforce Innovations, Inc	Adult	LWNWF251ADULT25	10/01/2024	06/30/2026	\$444,759.00
Workforce Innovations, Inc	Dislocated Worker	LWNWF251DSLWK25	10/01/2024	06/30/2026	\$272,650.00
Workforce Innovations, Inc	Adult	LWSWF251ADULT25	10/01/2024	06/30/2026	\$472,006.00
Workforce Innovations, Inc	Dislocated Worker	LWSWF251DSLWK25	10/01/2024	06/30/2026	\$290,843.00
Workforce Innovations, Inc	Statewide Activities	LWNWF231ADSWA23	12/16/2024	06/30/2025	\$160,000.00
Workforce Innovations, Inc	Statewide Activities	LWNWP221YUSWA22	12/16/2024	06/30/2025	\$30,000.00
Workforce Innovations, Inc	Statewide Activities	LWSWF231ADSWA23	12/16/2024	06/30/2025	\$100,000.00
Xcelente Trucking Logistics LLC.	Statewide Activities	LW40F251RYSWA25	08/01/2024	06/30/2025	\$100,000.00

Appendix C-2

Organization	Application Type	Agency Tracking Number	Contract Begin Date	Contract End Date	Total Contract Budget
Boys & Girls Clubs in Tennessee	Statewide Activities	LW37F241SYSWA24	09/01/2023	06/30/2025	\$321,521.00
Center for Employment Opportunities, Inc.	Supplemental Nutrition Assistance Program	LW22F241SSNAP24	10/01/2023	09/30/2024	\$442,893.84
East Tennessee Human Resource Agency Inc	Youth	LWETP221YOUTH23	04/01/2022	06/30/2024	\$1,903,524.00
East Tennessee Human Resource Agency Inc	Adult	LWETP221ADULT23	07/01/2022	06/30/2024	\$343,814.00
East Tennessee Human Resource Agency Inc	Dislocated Worker	LWETP221DSLWK23	07/01/2022	06/30/2024	\$381,771.00
East Tennessee Human Resource Agency Inc	Adult	LWETF231ADULT23	10/01/2022	06/30/2024	\$1,536,451.00
East Tennessee Human Resource Agency Inc	Dislocated Worker	LWETF231DSLWK23	10/01/2022	06/30/2024	\$1,527,503.00
East Tennessee Human Resource Agency Inc	Apprenticeship	LWETF241APSWA24	07/01/2023	06/30/2024	\$243,000.00
East Tennessee Human Resource Agency Inc	Youth	LWETP231YOUTH24	04/01/2023	06/30/2025	\$1,698,466.60
East Tennessee Human Resource Agency Inc	Statewide Activities	LWETF241SYSWA24	07/01/2023	06/30/2025	\$674,881.00
East Tennessee Human Resource Agency Inc	Adult	LWETP231ADULT24	07/01/2023	06/30/2025	\$330,602.18
East Tennessee Human Resource Agency Inc	Dislocated Worker	LWETP231DSLWK24	07/01/2023	06/30/2025	\$367,712.28
East Tennessee Human Resource Agency Inc	Statewide Activities	LWETF241RYSWA24	08/15/2023	06/30/2024	\$95,000.00
East Tennessee Human Resource Agency Inc	Statewide Activities	LWETF242RYSWA24	08/15/2023	06/30/2024	\$25,000.00
East Tennessee Human Resource Agency Inc	Reemployment Services and Eligibility Assessment	LWETF221RESEA22	10/01/2023	09/30/2024	\$176,641.00
East Tennessee Human Resource Agency Inc	Senior Community Service Employment Program	LWETP231SCSEP24	07/01/2023	06/30/2024	\$254,942.00
East Tennessee Human Resource Agency Inc	Statewide Activities	LWETP231MNSWA24	10/15/2023	06/30/2024	\$13,278.00
East Tennessee Human Resource Agency Inc	Statewide Activities	LWETF221CBSWA22	10/15/2023	06/30/2024	\$252,287.00

East Tennessee Human Resource Agency Inc	Dislocated Worker	LWETF241DSLWK24	10/01/2023	06/30/2025	\$1,337,375.32
East Tennessee Human Resource Agency Inc	Adult	LWETF241ADULT24	10/01/2023	06/30/2025	\$1,350,357.26
East Tennessee Human Resource Agency Inc	Adult	LWETP241ADULT25	07/01/2024	06/30/2026	\$346,279.00
East Tennessee Human Resource Agency Inc	Dislocated Worker	LWETP241DSLWK25	07/01/2024	06/30/2026	\$349,597.00
East Tennessee Human Resource Agency Inc	Youth	LWETP241YOUTH25	04/01/2024	06/30/2026	\$1,726,470.00
East Tennessee Human Resource Agency Inc	Senior Community Service Employment Program	LWETP241SCSEP25	07/01/2024	06/30/2025	\$242,276.00
East Tennessee Human Resource Agency Inc	Infrastructure Funding Agreement	LWETP241ESIFA25	07/01/2024	06/30/2025	\$695,405.47
East Tennessee Human Resource Agency Inc	Apprenticeship	LWETF251APSWA25	09/03/2024	06/30/2025	\$200,750.00
East Tennessee Human Resource Agency Inc	Adult	LWETF251ADULT25	10/01/2024	06/30/2026	\$1,415,136.00
East Tennessee Human Resource Agency Inc	Dislocated Worker	LWETF251DSLWK25	10/01/2024	06/30/2026	\$1,272,159.00
East Tennessee Human Resource Agency Inc	Apprenticeship	LWETP231NATAP24	10/01/2024	06/30/2025	\$120,000.00
East Tennessee Human Resource Agency Inc	National Dislocated Worker	LWETF251DRDWG25	10/01/2024	09/30/2026	\$203,900.00
First Tennessee Development District	Youth	LWNEP231YOUTH24	04/01/2023	06/30/2025	\$826,025.29
First Tennessee Development District	Statewide Activities	LWNEF241SYSWA24	07/01/2023	06/30/2025	\$839,859.00
First Tennessee Development District	Adult	LWNEP231ADULT24	07/01/2023	06/30/2025	\$163,816.63
First Tennessee Development District	Dislocated Worker	LWNEP231DSLWK24	07/01/2023	06/30/2025	\$129,319.52
First Tennessee Development District	Reemployment Services and Eligibility Assessment	LWNEF221RESEA22	10/01/2023	09/30/2024	\$115,319.00
First Tennessee Development District	Statewide Activities	LWNEF221CBSWA22	10/15/2023	06/30/2024	\$252,287.00
First Tennessee Development District	Apprenticeship	LWNEP231NATAP24	11/01/2023	06/30/2024	\$30,000.00
First Tennessee Development District	Statewide Activities	LWNEP231MNSWA24	10/15/2023	06/30/2024	\$13,278.00
First Tennessee Development District	Adult	LWNEF241ADULT24	10/01/2023	06/30/2025	\$669,115.30
First Tennessee Development District	Dislocated Worker	LWNEF241DSLWK24	10/01/2023	06/30/2025	\$470,337.10
First Tennessee Development District	Wagner-Peyser	LWNEP231WP32524	08/01/2024	08/31/2026	\$40,000.00
First Tennessee Development District	Youth	LWNEP241YOUTH25	04/01/2024	06/30/2026	\$1,036,819.00
First Tennessee Development District	Adult	LWNEP241ADULT25	07/01/2024	06/30/2026	\$201,818.00

First Tennessee Development District	Dislocated Worker	LWNEP241DSLWK25	07/01/2024	06/30/2026	\$130,822.00
	Senior Community Service Employment Program				
First Tennessee Development District		LWNEP241SCSEP25	07/01/2024	06/30/2025	\$215,356.00
First Tennessee Development District	Infrastructure Funding Agreement	LWNEP241ESIFA25	07/01/2024	06/30/2025	\$294,015.01
First Tennessee Development District	Apprenticeship	LWNEF251APSWA25	09/03/2024	06/30/2025	\$96,250.00
First Tennessee Development District	Apprenticeship	LWNEP232NATAP24	10/01/2024	06/30/2025	\$60,000.00
First Tennessee Development District	Adult	LWNEF251ADULT25	10/01/2024	06/30/2026	\$824,767.00
First Tennessee Development District	Dislocated Worker	LWNEF251DSLWK25	10/01/2024	06/30/2026	\$476,053.00
	National Dislocated Worker				
First Tennessee Development District		LWNEF251DRDWG25	10/01/2024	09/30/2026	\$537,556.00
Greater Memphis Chamber	Dislocated Worker	LWGMF242DSLWK24	11/17/2023	06/30/2025	\$1,589,498.77
Greater Memphis Chamber	Adult	LWGMF242ADULT24	11/17/2023	06/30/2025	\$2,334,701.20
	Reemployment Services and Eligibility Assessment				
Greater Memphis Chamber		LWGMF222RESEA22	11/17/2023	09/30/2024	\$112,501.00
Greater Memphis Chamber	Apprenticeship	LWGMF242APSWA24	11/17/2023	06/30/2024	\$163,167.00
Greater Memphis Chamber	Statewide Activities	LWGMF242SYSWA24	11/17/2023	06/30/2025	\$1,298,751.88
Greater Memphis Chamber	Dislocated Worker	LWGMP232DSLWK24	11/17/2023	06/30/2025	\$148,354.57
Greater Memphis Chamber	Youth	LWGMP232YOUTH24	11/17/2023	06/30/2025	\$3,176,602.19
	Senior Community Service Employment Program				
Greater Memphis Chamber		LWGMP232SCSEP24	11/17/2023	06/30/2024	\$284,713.42
Greater Memphis Chamber	Statewide Activities	LWGMF222CBSWA22	11/17/2023	06/30/2024	\$79,670.00
Greater Memphis Chamber	Statewide Activities	LWGMP232MNSWA24	11/17/2023	06/30/2024	\$4,193.00
Greater Memphis Chamber	Statewide Activities	LWGMF241MNSWA24	11/17/2023	06/30/2024	\$178,402.18
Greater Memphis Chamber	Adult	LWGMP241ADULT25	07/01/2024	06/30/2026	\$654,939.00
Greater Memphis Chamber	Dislocated Worker	LWGMP241DSLWK25	07/01/2024	06/30/2026	\$524,129.00
Greater Memphis Chamber	Youth	LWGMP241YOUTH25	04/01/2024	06/30/2026	\$3,377,489.00
	Infrastructure Funding Agreement				
Greater Memphis Chamber		LWGMP241ESIFA25	07/01/2024	06/30/2025	\$1,017,347.98
	Senior Community Service Employment Program				
Greater Memphis Chamber		LWGMP241SCSEP25	07/01/2024	06/30/2025	\$421,739.00
Greater Memphis Chamber	Statewide Activities	LWGMF251RYSWA25	08/01/2024	06/30/2025	\$100,000.00
Greater Memphis Chamber	Apprenticeship	LWGMF251APSWA25	09/03/2024	06/30/2025	\$75,790.00
Greater Memphis Chamber	Dislocated Worker	LWGMF251DSLWK25	10/01/2024	06/30/2026	\$1,907,266.00
Greater Memphis Chamber	Adult	LWGMF251ADULT25	10/01/2024	06/30/2026	\$2,676,530.00
Hamilton County Government	Statewide Activities	LW30F242SYSWA24	09/01/2023	06/30/2025	\$255,627.00

Hamilton County Sheriff's Office	Statewide Activities	LW39F241RYSWA25	08/01/2024	06/30/2025	\$94,800.00
Knoxville Leadership Foundation	Statewide Activities	LW31F241RYSWA24	08/15/2023	06/30/2024	\$100,000.00
Knoxville Leadership Foundation	Statewide Activities	LW31F251RYSWA25	08/01/2024	06/30/2025	\$100,000.00
Men of Valor	Supplemental Nutrition Assistance Program	LW28F241SSNAP24	10/01/2023	09/30/2024	\$760,437.05
Northern Middle Tennessee Local Workforce Development Board, Inc.	Statewide Activities	LWNMF241SYSWA24	07/01/2023	06/30/2025	\$2,084,151.00
Northern Middle Tennessee Local Workforce Development Board, Inc.	Youth	LWNMP231YOUTH24	04/01/2023	06/30/2025	\$2,510,336.98
Northern Middle Tennessee Local Workforce Development Board, Inc.	Adult	LWNMP231ADULT24	07/01/2023	06/30/2025	\$474,938.00
Northern Middle Tennessee Local Workforce Development Board, Inc.	Dislocated Worker	LWNMP231DSLWK24	07/01/2023	06/30/2025	\$628,565.73
Northern Middle Tennessee Local Workforce Development Board, Inc.	Reemployment Services and Eligibility Assessment	LWNMF221RESEA22	10/01/2023	09/30/2024	\$259,250.00
Northern Middle Tennessee Local Workforce Development Board, Inc.	Adult	LWNMF241ADULT24	10/01/2023	06/30/2025	\$1,939,902.44
Northern Middle Tennessee Local Workforce Development Board, Inc.	Dislocated Worker	LWNMF241DSLWK24	10/01/2023	06/30/2025	\$2,286,103.38
Northern Middle Tennessee Local Workforce Development Board, Inc.	Statewide Activities	LWNMF231SESWA23	03/01/2024	06/30/2025	\$353,920.00
Northern Middle Tennessee Local Workforce Development Board, Inc.	Statewide Activities	LWNMF241MNSWA24	03/01/2024	06/30/2025	\$35,392.00
Northern Middle Tennessee Local Workforce Development Board, Inc.	Adult	LWNMP241ADULT25	07/01/2024	06/30/2026	\$513,365.00
Northern Middle Tennessee Local Workforce Development Board, Inc.	Dislocated Worker	LWNMP241DSLWK25	07/01/2024	06/30/2026	\$628,632.00
Northern Middle Tennessee Local Workforce Development Board, Inc.	Youth	LWNMP241YOUTH25	04/01/2024	06/30/2026	\$2,794,305.00
Northern Middle Tennessee Local Workforce Development Board, Inc.	Infrastructure Funding Agreement	LWNMP241ESIFA25	07/01/2024	06/30/2025	\$484,310.37
Northern Middle Tennessee Local Workforce Development Board, Inc.	Apprenticeship	LWNMF251APSWA25	09/03/2024	06/30/2025	\$156,200.00
Northern Middle Tennessee Local Workforce Development Board, Inc.	Apprenticeship	LWNMP232NATAP24	10/01/2024	06/30/2025	\$125,000.00
Northern Middle Tennessee Local Workforce Development Board, Inc.	Adult	LWNMF251ADULT25	10/01/2024	06/30/2026	\$2,097,963.00
Northern Middle Tennessee Local Workforce Development Board, Inc.	Dislocated Worker	LWNMF251DSLWK25	10/01/2024	06/30/2026	\$2,287,545.00

Peer Power Foundation	Statewide Activities	LW36F241SYSWA24	09/01/2023	06/30/2025	\$1,471,125.00
Project Return Inc	Statewide Activities	LW33F241RYSWA24	08/15/2023	06/30/2024	\$99,999.30
Project Return Inc	Statewide Activities	LW33F251RYSWA25	08/01/2024	06/30/2025	\$198,026.50
SchoolSeed Foundation	Statewide Activities	LW38F251RYSWA25	08/01/2024	06/30/2025	\$100,000.00
South Central Tennessee Development District	Youth	LWSMP221YOUTH23	04/01/2022	06/30/2024	\$687,756.00
South Central Tennessee Development District	Adult	LWSMP221ADULT23	07/01/2022	06/30/2024	\$130,042.00
South Central Tennessee Development District	Dislocated Worker	LWSMP221DSLWK23	07/01/2022	06/30/2024	\$146,120.00
South Central Tennessee Development District	Adult	LWSMF231ADULT23	10/01/2022	06/30/2024	\$581,139.00
South Central Tennessee Development District	Dislocated Worker	LWSMF231DSLWK23	10/01/2022	06/30/2024	\$584,641.00
South Central Tennessee Development District	Statewide Activities	LWSMF241SYSWA24	07/01/2023	06/30/2025	\$1,862,845.00
South Central Tennessee Development District	Apprenticeship	LWSMF241APSWA24	07/01/2023	06/30/2024	\$16,342.00
South Central Tennessee Development District	Youth	LWSMP231YOUTH24	04/01/2023	06/30/2025	\$669,851.09
South Central Tennessee Development District	Adult	LWSMP231ADULT24	07/01/2023	06/30/2025	\$137,035.93
South Central Tennessee Development District	Dislocated Worker	LWSMP231DSLWK24	07/01/2023	06/30/2025	\$151,544.34
South Central Tennessee Development District	Statewide Activities	LWSMF241RYSWA24	08/15/2023	06/30/2024	\$75,000.00
South Central Tennessee Development District	Reemployment Services and Eligibility Assessment	LWSMF221RESEA22	10/01/2023	09/30/2024	\$77,494.00
South Central Tennessee Development District	National Dislocated Worker	LWSMP231DRDWG24	09/30/2023	09/30/2026	\$1,673,917.72
South Central Tennessee Development District	Statewide Activities	LWSMF231CBSWA23	10/15/2023	06/30/2024	\$252,287.00
South Central Tennessee Development District	Statewide Activities	LWSMP231MNSWA24	10/15/2023	06/30/2024	\$13,278.00
South Central Tennessee Development District	Adult	LWSMF241ADULT24	10/01/2023	06/30/2025	\$559,728.49
South Central Tennessee Development District	Dislocated Worker	LWSMF241DSLWK24	10/01/2023	06/30/2025	\$551,169.13

South Central Tennessee Development District	Youth	LWSMP241YOUTH25	04/01/2024	06/30/2026	\$621,751.00
South Central Tennessee Development District	Adult	LWSMP241ADULT25	07/01/2024	06/30/2026	\$127,082.00
South Central Tennessee Development District	Dislocated Worker	LWSMP241DSLWK25	07/01/2024	06/30/2026	\$129,918.00
South Central Tennessee Development District	Infrastructure Funding Agreement	LWSMP241ESIFA25	07/01/2024	06/30/2025	\$243,790.30
South Central Tennessee Development District	Apprenticeship	LWSMF251APSWA25	09/03/2024	06/30/2025	\$16,346.00
South Central Tennessee Development District	Adult	LWSMF251ADULT25	10/01/2024	06/30/2026	\$519,338.00
South Central Tennessee Development District	Dislocated Worker	LWSMF251DSLWK25	10/01/2024	06/30/2026	\$472,762.00
South Central Tennessee Development District	Apprenticeship	LWSMP231NATAP24	10/01/2024	06/30/2025	\$32,500.00
South Central Tennessee Development District	Statewide Activities	LWSMP231YUSWA23	01/01/2025	07/31/2025	\$275,000.00
Southeast Tennessee Development District	Youth	LWSEP221YOUTH23	04/01/2022	06/30/2024	\$1,200,272.00
Southeast Tennessee Development District	Adult	LWSEP221ADULT23	07/01/2022	06/30/2024	\$208,810.00
Southeast Tennessee Development District	Dislocated Worker	LWSEP221DSLWK23	07/01/2022	06/30/2024	\$211,358.00
Southeast Tennessee Development District	Adult	LWSEF231ADULT23	10/01/2022	06/30/2024	\$933,138.00
Southeast Tennessee Development District	Dislocated Worker	LWSEF231DSLWK23	10/01/2022	06/30/2024	\$845,662.00
Southeast Tennessee Development District	Statewide Activities	LWSEF241SYSWA24	07/01/2023	06/30/2025	\$1,879,465.00
Southeast Tennessee Development District	Apprenticeship	LWSEF241APSWA24	07/01/2023	06/30/2024	\$72,008.00
Southeast Tennessee Development District	Adult	LWSEP231ADULT24	07/01/2023	06/30/2025	\$198,892.31
Southeast Tennessee Development District	Dislocated Worker	LWSEP231DSLWK24	07/01/2023	06/30/2025	\$268,897.67
Southeast Tennessee Development District	Statewide Activities	LWSEF241RYSWA24	08/15/2023	06/30/2024	\$50,000.00
Southeast Tennessee Development District	Reemployment Services and Eligibility Assessment	LWSEF221RESEA22	10/01/2023	09/30/2024	\$95,055.00
Southeast Tennessee Development District	National Dislocated Worker	LWSEP231DRDWG24	09/30/2023	09/30/2026	\$1,518,164.25
Southeast Tennessee Development District	Statewide Activities	LWSEF231CBSWA23	10/15/2023	06/30/2024	\$252,287.00
Southeast Tennessee Development District	Statewide Activities	LWSEP231MNSWA24	10/15/2023	06/30/2024	\$13,278.00
Southeast Tennessee Development District	Adult	LWSEF241ADULT24	10/01/2023	06/30/2025	\$812,383.24
Southeast Tennessee Development District	Dislocated Worker	LWSEF241DSLWK24	10/01/2023	06/30/2025	\$977,985.02
Southeast Tennessee Development District	Youth	LWSEP241YOUTH25	04/01/2024	06/30/2026	\$1,167,881.00
Southeast Tennessee Development District	Adult	LWSEP241ADULT25	07/01/2024	06/30/2026	\$215,462.00
Southeast Tennessee Development District	Dislocated Worker	LWSEP241DSLWK25	07/01/2024	06/30/2026	\$219,591.00

Southeast Tennessee Development District	Infrastructure Funding Agreement	LWSEP241ESIFA25	07/01/2024	06/30/2025	\$515,045.07
Southeast Tennessee Development District	Apprenticeship	LWSEF251APSWA25	09/03/2024	06/30/2025	\$71,500.00
Southeast Tennessee Development District	Adult	LWSEF251ADULT25	10/01/2024	06/30/2026	\$880,527.00
Southeast Tennessee Development District	Dislocated Worker	LWSEF251DSLWK25	10/01/2024	06/30/2026	\$799,077.00
Southeast Tennessee Development District	Apprenticeship	LWSEP231NATAP24	10/01/2024	06/30/2025	\$25,000.00
Tennessee Builders Education Foundation	Statewide Activities	LW35F241RYSWA24	08/15/2023	06/30/2024	\$46,891.00
Tennessee College of Applied Technology Knoxville	Statewide Activities	LWH19F241RYSWA24	08/15/2023	06/30/2024	\$94,985.00
Tennessee College of Applied Technology Knoxville	Statewide Activities	LWH19F251RYSWA25	08/01/2024	06/30/2025	\$200,000.00
Tennessee Community Services Agency	Senior Community Service Employment Program	LW20P231SCSEP24	07/01/2023	06/30/2024	\$273,153.00
Tennessee Community Services Agency	Senior Community Service Employment Program	LW20P241SCSEP25	07/01/2024	06/30/2025	\$296,115.00
Tennessee Higher Education Initiative	Statewide Activities	LW32F241RYSWA24	08/15/2023	06/30/2024	\$100,000.00
Tennessee Prison Outreach Ministry	Statewide Activities	LW34F241RYSWA24	08/15/2023	06/30/2024	\$100,000.00
Tennessee Prison Outreach Ministry	Statewide Activities	LW34F251RYSWA25	08/01/2024	06/30/2025	\$99,020.00
The University of Tennessee	Supplemental Nutrition Assistance Program	LW21F241SSNAP24	10/01/2023	09/30/2024	\$520,976.25
The University of Tennessee	Supplemental Nutrition Assistance Program	LW21F241QSNAP24	10/01/2023	09/30/2024	\$524,015.19
The University of Tennessee	Supplemental Nutrition Assistance Program	LW21F251SSNAP25	10/01/2024	09/30/2025	\$559,510.00
The University of Tennessee	Supplemental Nutrition Assistance Program	LW21F251QSNAP25	10/01/2024	09/30/2025	\$522,904.00
United Way of Middle Tennessee, Inc. DBA United Way of Metropolitan Nashville	Supplemental Nutrition Assistance Program	LW24F241SSNAP24	10/01/2023	09/30/2024	\$3,421,385.00
United Way of Middle Tennessee, Inc. DBA United Way of Metropolitan Nashville	Supplemental Nutrition Assistance Program	LW24F251SSNAP25	10/01/2024	09/30/2025	\$3,143,307.24
Upper Cumberland Local Workforce Development Board, Inc.	Youth	LWUCP221YOUTH23	04/01/2022	06/30/2024	\$562,153.00
Upper Cumberland Local Workforce Development Board, Inc.	Adult	LWUCP221ADULT23	07/01/2022	06/30/2024	\$105,872.00
Upper Cumberland Local Workforce Development Board, Inc.	Dislocated Worker	LWUCP221DSLWK23	07/01/2022	06/30/2024	\$97,582.00
Upper Cumberland Local Workforce Development Board, Inc.	Adult	LWUCF231ADULT23	10/01/2022	06/30/2024	\$473,126.00

Upper Cumberland Local Workforce Development Board, Inc.	Dislocated Worker	LWUCF231DSLWK23	10/01/2022	06/30/2024	\$390,437.00
Upper Cumberland Local Workforce Development Board, Inc.	Statewide Activities	LWUCF241SYSWA24	07/01/2023	06/30/2025	\$775,086.00
Upper Cumberland Local Workforce Development Board, Inc.	Apprenticeship	LWUCF241APSWA24	07/01/2023	06/30/2024	\$116,497.00
Upper Cumberland Local Workforce Development Board, Inc.	Youth	LWUCP231YOUTH24	04/01/2023	06/30/2025	\$563,813.57
Upper Cumberland Local Workforce Development Board, Inc.	Adult	LWUCP231ADULT24	07/01/2023	06/30/2025	\$114,387.48
Upper Cumberland Local Workforce Development Board, Inc.	Dislocated Worker	LWUCP231DSLWK24	07/01/2023	06/30/2025	\$92,777.27
Upper Cumberland Local Workforce Development Board, Inc.	Senior Community Service Employment Program	LWUCP231SCSEP24	07/01/2023	06/30/2024	\$191,207.00
Upper Cumberland Local Workforce Development Board, Inc.	Reemployment Services and Eligibility Assessment	LWUCF221RESEA22	10/01/2023	09/30/2024	\$114,306.00
Upper Cumberland Local Workforce Development Board, Inc.	Statewide Activities	LWUCP211CBSWA22	10/15/2023	06/30/2024	\$252,287.00
Upper Cumberland Local Workforce Development Board, Inc.	National Dislocated Worker	LWUCP231DRDWG24	09/30/2023	09/30/2026	\$200,000.00
Upper Cumberland Local Workforce Development Board, Inc.	Apprenticeship	LWUCP231NATAP24	11/01/2023	06/30/2024	\$30,000.00
Upper Cumberland Local Workforce Development Board, Inc.	Statewide Activities	LWUCP231MNSWA24	10/15/2023	06/30/2024	\$13,278.00
Upper Cumberland Local Workforce Development Board, Inc.	Adult	LWUCF241ADULT24	10/01/2023	06/30/2025	\$467,220.03
Upper Cumberland Local Workforce Development Board, Inc.	Dislocated Worker	LWUCF241DSLWK24	10/01/2023	06/30/2025	\$337,432.37
Upper Cumberland Local Workforce Development Board, Inc.	Adult	LWUCP241ADULT25	07/01/2024	06/30/2026	\$128,126.00
Upper Cumberland Local Workforce Development Board, Inc.	Youth	LWUCP241YOUTH25	04/01/2024	06/30/2026	\$671,660.00
Upper Cumberland Local Workforce Development Board, Inc.	Dislocated Worker	LWUCP241DSLWK25	07/01/2024	06/30/2026	\$94,828.00
Upper Cumberland Local Workforce Development Board, Inc.	Infrastructure Funding Agreement	LWUCP241ESIFA25	07/01/2024	06/30/2025	\$197,355.94

Upper Cumberland Local Workforce Development Board, Inc.	Senior Community Service Employment Program	LWUCP241SCSEP25	07/01/2024	06/30/2025	\$179,463.00
Upper Cumberland Local Workforce Development Board, Inc.	Apprenticeship	LWUCF251APSWA25	09/03/2024	06/30/2025	\$61,677.00
Upper Cumberland Local Workforce Development Board, Inc.	Adult	LWUCF251ADULT25	10/01/2024	06/30/2026	\$523,611.00
Upper Cumberland Local Workforce Development Board, Inc.	Dislocated Worker	LWUCF251DSLWK25	10/01/2024	06/30/2026	\$345,073.00
Upper Cumberland Local Workforce Development Board, Inc.	Apprenticeship	LWUCP232NATAP24	10/01/2024	06/30/2025	\$120,000.00
Urban League of Middle Tennessee	Statewide Activities	LW29F242SYSWA24	09/01/2023	06/30/2025	\$1,423,197.00
Workforce Innovations, Inc	Youth	LWNWP221YOUTH23	04/01/2022	06/30/2024	\$606,322.00
Workforce Innovations, Inc	Youth	LWSWP221YOUTH23	04/01/2022	06/30/2024	\$576,172.00
Workforce Innovations, Inc	Dislocated Worker	LWNWP221DSLWK23	07/01/2022	06/30/2024	\$90,001.00
Workforce Innovations, Inc	Adult	LWNWF231ADULT23	10/01/2022	06/30/2024	\$500,499.00
Workforce Innovations, Inc	Adult	LWSWF231ADULT23	10/01/2022	06/30/2024	\$473,644.00
Workforce Innovations, Inc	Dislocated Worker	LWNWF231DSLWK23	10/01/2022	06/30/2024	\$360,103.00
Workforce Innovations, Inc	Dislocated Worker	LWSWF231DSLWK23	10/01/2022	06/30/2024	\$336,699.00
Workforce Innovations, Inc	Rapid Response	LWNWP211CBRSP22	02/15/2023	06/30/2023	\$255,550.00
Workforce Innovations, Inc	Statewide Activities	LWNWF241SYSWA24	07/01/2023	06/30/2025	\$858,867.00
Workforce Innovations, Inc	Statewide Activities	LWSWF241SYSWA24	07/01/2023	06/30/2025	\$710,298.00
Workforce Innovations, Inc	Statewide Activities	LWNWF221ADSWA22	07/01/2023	06/30/2024	\$232,000.00
Workforce Innovations, Inc	Statewide Activities	LWNWP211YUSWA22	07/01/2023	06/30/2024	\$105,000.00
Workforce Innovations, Inc	Statewide Activities	LWNWP223MNSWA23	07/01/2023	06/30/2024	\$37,444.43
Workforce Innovations, Inc	Apprenticeship	LWNWF241APSWA24	07/01/2023	06/30/2024	\$69,387.00
Workforce Innovations, Inc	Apprenticeship	LWSWF241APSWA24	07/01/2023	06/30/2024	\$84,175.00
Workforce Innovations, Inc	Adult	LWNWP231ADULT24	07/01/2023	06/30/2025	\$106,001.41
Workforce Innovations, Inc	Adult	LWSWP231ADULT24	07/01/2023	06/30/2025	\$102,285.79
Workforce Innovations, Inc	Dislocated Worker	LWNWP231DSLWK24	07/01/2023	06/30/2025	\$81,761.34
Workforce Innovations, Inc	Dislocated Worker	LWSWP231DSLWK24	07/01/2023	06/30/2025	\$76,827.75
Workforce Innovations, Inc	Statewide Activities	LWSWF242RYSWA24	08/15/2023	06/30/2024	\$25,000.00
Workforce Innovations, Inc	Statewide Activities	LWNWF242RYSWA24	08/15/2023	06/30/2024	\$50,000.00
Workforce Innovations, Inc	Statewide Activities	LWSWF241RYSWA24	08/15/2023	06/30/2024	\$203,466.67
Workforce Innovations, Inc	Statewide Activities	LWNWF241RYSWA24	08/15/2023	06/30/2024	\$130,000.00
Workforce Innovations, Inc	Senior Community Service Employment Program	LWSWP231SCSEP24	07/01/2023	06/30/2024	\$163,892.00

Workforce Innovations, Inc	Reemployment Services and Eligibility Assessment	LWSWF221RESEA22	10/01/2023	09/30/2024	\$41,859.00
Workforce Innovations, Inc	Reemployment Services and Eligibility Assessment	LWNWF221RESEA22	10/01/2023	09/30/2024	\$44,075.00
Workforce Innovations, Inc	Statewide Activities	LWNWP231MNSWA24	10/15/2023	06/30/2024	\$17,859.00
Workforce Innovations, Inc	Statewide Activities	LWSWP231MNSWA24	10/15/2023	06/30/2024	\$13,278.00
Workforce Innovations, Inc	Apprenticeship	LWSWP231NATAP24	11/01/2023	06/30/2024	\$31,578.94
Workforce Innovations, Inc	Apprenticeship	LWNWP231NATAP24	11/01/2023	06/30/2024	\$31,578.94
Workforce Innovations, Inc	National Dislocated Worker	LWNWP231DRDWG24	09/30/2023	09/30/2026	\$684,419.58
Workforce Innovations, Inc	National Dislocated Worker	LWSWP231DRDWG24	09/30/2023	09/30/2026	\$684,419.58
Workforce Innovations, Inc	Statewide Activities	LWSWF231CBSWA23	10/15/2023	06/30/2024	\$252,287.00
Workforce Innovations, Inc	Statewide Activities	LWNWF221CBSWA22	10/15/2023	06/30/2024	\$339,323.00
Workforce Innovations, Inc	Adult	LWNWF241ADULT24	10/01/2023	06/30/2025	\$432,966.81
Workforce Innovations, Inc	Dislocated Worker	LWNWF241DSLWK24	10/01/2023	06/30/2025	\$297,367.25
Workforce Innovations, Inc	Adult	LWSWF241ADULT24	10/01/2023	06/30/2025	\$417,790.23
Workforce Innovations, Inc	Dislocated Worker	LWSWF241DSLWK24	10/01/2023	06/30/2025	\$279,423.74
Workforce Innovations, Inc	Rapid Response	LWSWF221EDRSP22	01/22/2024	06/30/2024	\$632,948.75
Workforce Innovations, Inc	Statewide Activities	LWSWP232MNSWA24	01/22/2024	06/30/2025	\$66,626.18
Workforce Innovations, Inc	Statewide Activities	LWSWF231EDSWA23	03/01/2024	06/30/2025	\$632,948.75
Workforce Innovations, Inc	Statewide Activities	LWNWF251RYSWA25	08/01/2024	06/30/2025	\$200,000.00
Workforce Innovations, Inc	Statewide Activities	LWSWF251RYSWA25	08/01/2024	06/30/2025	\$100,000.00
Workforce Innovations, Inc	Adult	LWNWP241ADULT25	07/01/2024	06/30/2026	\$108,831.00
Workforce Innovations, Inc	Dislocated Worker	LWNWP241DSLWK25	07/01/2024	06/30/2026	\$74,926.00
Workforce Innovations, Inc	Youth	LWNWP241YOUTH25	04/01/2024	06/30/2026	\$535,226.00
Workforce Innovations, Inc	Adult	LWSWP241ADULT25	07/01/2024	06/30/2026	\$115,498.00
Workforce Innovations, Inc	Dislocated Worker	LWSWP241DSLWK25	07/01/2024	06/30/2026	\$79,926.00
Workforce Innovations, Inc	Youth	LWSWP241YOUTH25	04/01/2024	06/30/2026	\$577,385.00
Workforce Innovations, Inc	Senior Community Service Employment Program	LWSWP241SCSEP25	07/01/2024	06/30/2025	\$152,544.00
Workforce Innovations, Inc	Infrastructure Funding Agreement	LWNWP241ESIFA25	07/01/2024	06/30/2025	\$303,362.79
Workforce Innovations, Inc	Infrastructure Funding Agreement	LWSWP241ESIFA25	07/01/2024	06/30/2025	\$200,131.69
Workforce Innovations, Inc	Statewide Activities	LWSWP231EDSWA24	07/01/2024	06/30/2025	\$1,085,055.00
Workforce Innovations, Inc	Apprenticeship	LWNWF251APSWA25	09/03/2024	06/30/2025	\$59,246.00

Workforce Innovations, Inc	Apprenticeship	LWSWF251APSWA25	09/03/2024	06/30/2025	\$66,440.00
Workforce Innovations, Inc	Apprenticeship	LWNWP232NATAP24	10/01/2024	06/30/2025	\$20,000.00
Workforce Innovations, Inc	Apprenticeship	LWSWP232NATAP24	10/01/2024	06/30/2025	\$30,000.00
Workforce Innovations, Inc	Adult	LWNWF251ADULT25	10/01/2024	06/30/2026	\$444,759.00
Workforce Innovations, Inc	Dislocated Worker	LWNWF251DSLWK25	10/01/2024	06/30/2026	\$272,650.00
Workforce Innovations, Inc	Adult	LWSWF251ADULT25	10/01/2024	06/30/2026	\$472,006.00
Workforce Innovations, Inc	Dislocated Worker	LWSWF251DSLWK25	10/01/2024	06/30/2026	\$290,843.00
Workforce Innovations, Inc	Statewide Activities	LWNWF231ADSWA23	12/16/2024	06/30/2025	\$160,000.00
Workforce Innovations, Inc	Statewide Activities	LWNWP221YUSWA22	12/16/2024	06/30/2025	\$30,000.00
Workforce Innovations, Inc	Statewide Activities	LWSWF231ADSWA23	12/16/2024	06/30/2025	\$100,000.00
Xcelente Trucking Logistics LLC.	Statewide Activities	LW40F251RYSWA25	08/01/2024	06/30/2025	\$100,000.00

	Federal Regulations	Complexity*	Prior Experience*	Last Time Monitored	Level of Risk*	Notes
Greater Memphis Local Workforce Development Board/Workforce Mid-South	WIOA Section 184(a)	3	3	08/30/2024	3	<u>Identified as 'high risk' for the following reasons:</u> <ul style="list-style-type: none"> Monitoring these subrecipients is required under federal law Entities are comprised of multiple programs of high complexity
Southwest Local Workforce Development Board/Workforce Innovations	WIOA Section 184(a)	3	3	7/18/2024	3	
Northwest Local Workforce Development Board/Workforce Innovations	WIOA Section 184(a)	3	3	7/18/2024	3	
Northern Middle Local Workforce Development Board/Northern Middle Local Workforce Development Board, Inc.	WIOA Section 184(a)	3	3	3/14/2024	3	
Southern Middle Local Workforce Development Board/South Central Tennessee Development District	WIOA Section 184(a)	3	3	7/2/2024	3	
Upper Cumberland Local Workforce Development Board/Upper Cumberland Local Workforce Development Board, Inc.	WIOA Section 184(a)	3	3	8/2/2024	3	
Southeast Local Workforce Development Board/Southeast TN Development District	WIOA Section 184(a)	3	3	10/4/24	3	
East Local Workforce Development Board/East Tennessee Human Resource Agency Inc.	WIOA Section 184(a)	3	3	05/29/2024	3	
Northeast Local Workforce Development Board/First Tennessee Development District	WIOA Section 184(a)	3	3	09/24/24	3	
Boys & Girls Clubs in Tennessee	Central Procurement Office. (n.d.). Grant management and subrecipient monitoring policy and procedures (Section 9.1)	1	3	N/A	1	<u>Will NOT be monitored during the 2024-2025 cycle:</u> Identified as 'low risk' for the following reasons
Center For Employment Opportunities, Inc.	Central Procurement Office. (n.d.). Grant management and subrecipient monitoring policy and procedures (Section 9.1)	2	3	8/2/23	3	<u>Will be monitored during the 2024-2025 cycle:</u> Identified as 'high risk' for the following reasons: <ul style="list-style-type: none"> Budget over \$250,000
Hamilton County Government	Central Procurement Office. (n.d.). Grant management and subrecipient monitoring policy and procedures (Section 9.1)	1	3	N/A	1	<u>Will NOT be monitored during the 2024-2025 cycle:</u> Identified as 'low risk' for the following reasons <ul style="list-style-type: none"> Partner on second-year contract; closeout will be conducted unless third contract provided.
Hamilton County Sherriff's Office	Central Procurement Office. (n.d.). Grant management and subrecipient monitoring policy and procedures (Section 9.1)	1	3	N/A	1	<u>Will NOT be monitored during the 2024-2025 cycle:</u> Identified as 'low risk' for the following reasons <ul style="list-style-type: none"> Not monitored during the 2024 -2025 cycle.
Knoxville Leadership Foundation	Central Procurement Office. (n.d.). Grant management and subrecipient monitoring policy and procedures (Section 9.1)	1	1	N/A	1	<u>Will NOT be monitored during the 2024-2025 cycle:</u> Identified as 'low risk' for the following reasons <ul style="list-style-type: none"> Partner on second-year contract; closeout will be conducted unless third contract provided.
Men of Valor	Central Procurement Office. (n.d.). Grant management and subrecipient monitoring policy and procedures (Section 9.1)	1	3	8/8/23	1	<u>Will NOT be monitored during the 2024-2025 cycle:</u> Identified as 'low risk' for the following reasons <ul style="list-style-type: none"> Partner on second-year contract; closeout will be conducted unless third contract provided.
Peer Power Foundation	Central Procurement Office. (n.d.). Grant management and subrecipient monitoring policy and procedures (Section 9.1)	1	1	N/A	1	<u>Will NOT be monitored during the 2024-2025 cycle:</u> Identified as 'low risk' for the following reasons <ul style="list-style-type: none"> Previous experience
Project Return Inc.	Central Procurement Office. (n.d.). Grant management and subrecipient monitoring policy and procedures (Section 9.1)	1	1	N/A	1	<u>Will NOT be monitored during the 2024-2025 cycle:</u> Identified as 'low risk' for the following reasons

						<ul style="list-style-type: none"> New partner on one year contract; closeout will be conducted unless second contract provided. Will be monitored following year if continued as partner.
School Seed Foundation	Central Procurement Office. (n.d.). Grant management and subrecipient monitoring policy and procedures (Section 9.1)	1	1	N/A	1	<p>Will NOT be monitored during the 2024-2025 cycle: Identified as 'low risk' for the following reasons</p> <ul style="list-style-type: none"> New partner on one year contract; closeout will be conducted unless second contract provided. Will be monitored following year if continued as partner.
Tennessee Builders Education Foundation	Central Procurement Office. (n.d.). Grant management and subrecipient monitoring policy and procedures (Section 9.1)	1	1	N/A	1	<p>Will NOT be monitored during the 2024-2025 cycle: Identified as 'low risk' for the following reasons</p> <ul style="list-style-type: none"> Partner on second-year contract; closeout will be conducted unless third contract provided.
TCAT Knoxville	Central Procurement Office. (n.d.). Grant management and subrecipient monitoring policy and procedures (Section 9.1)	1	1	N/A	1	<p>Will NOT be monitored during the 2024-2025 cycle: Identified as 'low risk' for the following reasons</p> <ul style="list-style-type: none"> Partner on second-year contract; closeout will be conducted unless third contract provided.
Tennessee Community Services Agency	Central Procurement Office. (n.d.). Grant management and subrecipient monitoring policy and procedures (Section 9.1)	1	3	09/05/2023	1	<p>Will NOT be monitored during the 2024-2025 cycle: Identified as 'low risk' for the following reasons</p> <ul style="list-style-type: none"> Monitored in previous cycles and poses a low risk.
Tennessee Higher Education Initiative	Central Procurement Office. (n.d.). Grant management and subrecipient monitoring policy and procedures (Section 9.1)	1	1	N/A	1	<p>Will NOT be monitored during the 2024-2025 cycle: Identified as 'low risk' for the following reasons</p> <ul style="list-style-type: none"> Partner on second-year contract; closeout will be conducted unless third contract provided.
Tennessee Prison Outreach Ministry	Central Procurement Office. (n.d.). Grant management and subrecipient monitoring policy and procedures (Section 9.1)	1	1	n/a	1	<p>Will NOT be monitored during the 2024-2025 cycle: Identified as 'low risk' for the following reasons</p> <ul style="list-style-type: none"> Partner on second-year contract; closeout will be conducted unless third contract provided.
The University of Tennessee	Central Procurement Office. (n.d.). Grant management and subrecipient monitoring policy and procedures (Section 9.1)	3	3	7/11/2022	2	<p>Will be monitored during the 2024-2025 cycle: Identified as 'high risk' for the following reasons: Budget over \$250,000</p> <ul style="list-style-type: none"> Previous grant experience
Urban League of Middle Tennessee	Central Procurement Office. (n.d.). Grant management and subrecipient monitoring policy and procedures (Section 9.1)	2	1	N/A	1	<p>Will NOT be monitored during the 2024-2025 cycle: Identified as 'low risk' for the following reasons</p> <ul style="list-style-type: none"> Previous grant experience
United Way of Middle Tennessee, Inc. DBA United Way of Metropolitan Nashville	Central Procurement Office. (n.d.). Grant management and subrecipient monitoring policy and procedures (Section 9.1)	3	3	7/13/23	2	<p>Will be monitored during the 2024-2025 cycle: Identified as 'high risk' for the following reasons: Budget over \$250,000</p>
Xcelente Trucking Logistics LLC	Central Procurement Office. (n.d.). Grant management and subrecipient monitoring policy and procedures (Section 9.1)	1	1	N/A	1	<p>Will be monitored during the 2024-2025 cycle: Identified as 'high risk' for the following reasons: Poses a high risk to issues identified with a previous contract.</p>

Appendix - E

FY	Entities Monitored	Entrance Conference	PAR Report Issued	Findings?	CAP Submitted	Findings Resolved?
FY 2022-23	East Tennessee Human Resource Agency Inc	3/27/2024	5/28/2024	0		
	First Tennessee Development District	8/5/2024	10/25/2024	2	Yes	Yes
	Greater Memphis Chamber	6/25/2024	10/18/2024	1	Yes	Yes
	Northern Middle Tennessee Local Workforce Development Board, Inc.	8/27/2024	11/20/2024	0		
	Northwest Tennessee Workforce Board	4/17/2024	8/9/2024	0		
	South Central Tennessee Development District	2/20/2024	4/19/2024	2		
	Southeast TN Development District	1/3/2024	4/1/2024	4	Yes	Yes
	Southwest Human Resource Agency	4/17/2024	8/9/2024	1	Yes	Yes
	Upper Cumberland Local Workforce Development Board, Inc.	6/10/2024	9/9/2024	4	Yes	Yes
	Boys & Girls Clubs in Tennessee		N/A			
	Center For Employment Opportunities, Inc.		8/9/2024			
	Hamilton County Government		N/A			
	Knoxville Leadership Foundation		N/A			
	Men of Valor		8/8/2023			
	Peer Power Foundation		N/A			
	School Seed Foundation		N/A			
	TCAT Knoxville		N/A			
	Tennessee Community Services Agency		12/13/2023			
	Tennessee Prison Outreach Ministry		n/a			
	The University of Tennessee		3/15/2024			
Urban League of Middle Tennessee		N/A				
United Way of Middle Tennessee, Inc. DBA United Way of Metropolitan Nashville		10/14/2024				
Xcelente Trucking Logistics LLC		N/A				

ADULT ATTRIBUTE SHEET

WIOA Title I Adult Participant Case File Review					
Participant Info	State ID				
Participant Info	Participant Name				
Participant Info	Case Manager				
Participant Info	AJC				
Participant Info	Local Area				
Category		Compliant	Non-Compliant	N/A	Comments
1	Program Eligibility Determination	Does the WIOA program's application date match the application date entered into the Jobs4TN/System?			
2	Program Eligibility Determination	Was documentation in the case file that the participant was 18 years of age or older at registration?			
3	Program Eligibility Determination	Was documentation in the case file of U.S. citizenship or authorization to work in the U.S.?			
4	Program Eligibility Determination	Was selective service verification documentation in the case file at the time of registration or during participation? (Applicable to males born after 1960 and who are over the age of 18 years at registration).			
5	Priority Population- Barriers to Employment	Indicate whether the participant is meeting a barrier to employment.			
6	Priority Population- Barriers to Employment	Does the Jobs4TN/System application capture the client's barrier(s)?			
7	Employed (at participation) Self-sufficiency Determination	Was the participant an employed worker/incumbent worker at the time of registration?			
8	Employed (at participation) Self-sufficiency Determination	If compliant to #7, and an employer did not refer the participant, is there documentation in the case file indicating that the participant was not earning a self-sufficient wage at the time of registration, required training services to obtain or retain employment leading to "self-sufficiency", and was the participant in agreement with the training selection?			
9	Veterans Priority (All programs)	If the participant was a veteran, did the file contain documentation to verify veteran status?			
10	Veterans Priority (All programs)	If the participant was an eligible spouse of a veteran, did the file contain documentation to verify eligible spouse of a veteran status?			
11	Priority of Service (Adult program only)	If an Adult, was the participant receiving services under the criteria described in the LWDA Priority of Service policy, and was there documentation to support that determination?			
12	Required Forms	Was a signed and dated Grievance/Complaint and EEO/Discrimination Forms in the participant's case file?			
13	Required Forms	If compliant with #12, did the Grievance/Complaint and EEO/Discrimination Forms include correct names and addresses for filing a grievance, appeal, or EEO complaint?			
14	Required Forms	Were all waivers signed and in the participant's case file?			
15	Basic Career Services (that trigger participation only)	Do the activities match the case notes, documentation, and IEP?			
16	Basic Career Services (that trigger participation only)	Goals/objectives should match with the services detailed in activities and case notes			
17	Basic Career Services (that trigger participation only)	Training goal for participant in training			
18	Basic Career Services (that trigger participation only)	Document updated to reflect any changes/adjustments in case management (living document)			
19	Basic Career Services (that trigger participation only)	Short/medium/long term labels are properly documented ? i. Short term – 3 months or less ii. Medium term – 3-6 months iii. Long term – longer than 6 months			
20	Individualized Career Services	Are the correct career services entered?			
21	Individualized Career Services	If compliant with #20, was documentation in the case file of a determination of the need for individualized services to obtain or retain employment leading to "self-sufficiency"?			
22	Individualized Career Services	If compliant with #20, was documentation in the case file of the individualized career service provided?			
23	Work Experience (WEX)	Was the participant provided a work experience (WEX) service?			
24	Work Experience (WEX)	Was a WEX activity entered in the State's Jobs4TN/System?			
25	Work Experience (WEX)	If compliant with #23, was a WEX training agreement executed between the employer, and the LWDB or the WIOA program service provider, for the participant's training?			
26	Work Experience (WEX)	Was documentation in the case file that the WEX start date was on or after the employer's WEX training agreement effective date?			
27	Work Experience (WEX)	Was this a paid WEX? (Note: Transitional jobs must be a paid activity).			
28	Work Experience (WEX)	If compliant with #27, was the participant paid the wage stated in the agreement?			
29	Work Experience (WEX)	Was the WEX training provided as described in the IEP?			
30	Transitional Jobs	If a transitional job, was the work experience combined with comprehensive career services and support services? (Note: Question not applicable to other types of WEX).			
31	Transitional Jobs	Was the activity aligned with local, state, and federal policies that define and identify individuals who are "chronically unemployed" or "have an inconsistent work history." This activity is only available to this population.			
32	Transitional Jobs	DCL encourages utilizing job readiness training in combination with transitional jobs if determined appropriate by the LWDB. Was there evidence in the record that the participant was provided this service?			
33	Transitional Jobs	Does the contract and the service plan describe the activity? These jobs must be designed to establish a work history for the individual, demonstrate success in the workplace, and develop the skills that lead to entry into and retention in unsubsidized employment.			

34	Transitional Jobs	LWDB policies must include plans on the amount of reimbursements for the jobs (up to 100 percent of the wage), what supportive services must be included, and the limits on the duration of the transitional job. Does the case file reflect compliance with local policies?			
35	Training Services	Was a training service provided to the participant?			
36	Training Services	If training was provided, was a training activity code entered in Jobs4TN/System?			
37	Training Services	If compliant with #35, was documentation in the case file of a determination of the need for training services after an interview, evaluation, or assessment and career planning?			
38	Training Services	If a training activity was provided, was the training in a local/state-demand occupation?			
39	Training Services	Was the training provider on the local/state-approved eligible training provider list (ETPL)?			
40	Training Services	If an Individual Training Account (ITA) was utilized, was documentation in the case file to support ITA costs?			
41	Registered Apprenticeship (RA)	If an RA activity was provided, was an RA activity entered in the Jobs4TN/System?			
42	Contract Training (OJT, Customized, and IWT)	Was On-The-Job (OJT), Customized Training (CT), or Incumbent Worker Training (IWT) provided to the participant?			
43	Contract Training (OJT, Customized, and IWT)	If compliant with #42 was documentation in the case file of a determination of the need for training services after an interview, evaluation, or assessment and career planning?			
44	Contract Training (OJT, Customized, and IWT)	If compliant with #42 indicate the type of training provided (OJT, CT, or IWT).			
45	Contract Training (OJT, Customized, and IWT)	Did the participant obtain employment as a result of the OJT or training activity? Has the employer taken part in multiple OJT activities? If compliant, was a pattern of failing to provide OJT training participants with long-term employment exhibited?			
46	Contract Training (OJT, Customized, and IWT)	Was an OJT, CT, or IWT agreement executed between the employer or a Registered Apprenticeship (RA) program sponsor and the Region for the participant's training position? (Note: An agreement between the registered apprenticeship program sponsor and the region can only be executed if the participant was placed in an RA program).			
47	Contract Training (OJT, Customized, and IWT)	Is documentation in the case file of the referral to the OJT employer? (Note: Question not applicable to CT or IWT).			
48	Contract Training (OJT, Customized, and IWT)	If compliant with #47, does the job title on the referral match the occupation listed on the participant's IEP or case notes? (Note: Question not applicable to CT or IWT).			
49	Contract Training (OJT, Customized, and IWT)	Is documentation in the case file that the participant's OJT/CT/IWT start date was on or after the employer's OJT/CT/IWT contract effective date?			
50	Contract Training (OJT, Customized, and IWT)	Did the file contain details of the skills to be attained, the duration of the training, and the wage rate or the established non-federal reimbursement share? (Note: Wage rate not applicable to CT and IWT).			
51	Contract Training (OJT, Customized, and IWT)	Was the training provided as described in the OJT/CT/IWT agreement?			
52	Contract Training (OJT, Customized, and IWT)	Were completed time sheets and performance evaluations in the participant file?			
53	Contract Training (OJT, Customized, and IWT)	Did the participant obtain employment as a result of the OJT or training activity? Has the employer taken part in multiple OJT activities? If compliant, was a pattern of failing to provide OJT training participants with long-term employment exhibited?			
54	Supportive Services	Was a supportive service activity provided?			
55	Supportive Services	If compliant with #54, was there documentation in the participant case file to verify the supportive service provided?			
56	Supportive Services	Did the supportive service activity documented in the case file match the supportive service activity entered in the Jobs4TN/System?			
57	Supportive Services	Was there a determination of support service needs? Is this documented in the case file?			
58	Supportive Services	Were there clear financial tracking and reporting systems in the file to account for the expenditure of WIOA Title I funds for supportive services.			
59	Supportive Services	Was there documentation in the case file to show that the supportive services were issued following local policy?			
60	Measurable Skills Gain (MSG)	Were the measurable gains accurately entered in the Jobs4TN/System Measurable Skills Gain Link?			
61	Measurable Skills Gain (MSG)	Were the assessment results or Measurable Skills Gain results maintained in the participant's hard copy case file for each applicable program year?			
62	Credential Attainment	If compliant, was documentation in the participant's case file to support the credential?			
63	Credential Attainment	If compliant, did the credential attainment date and type match the credential attainment information entered in the Jobs4TN/System?			
64	Follow-up Services	Were follow-up services offered after the participant entered employment?			
65	Follow-up Services	If compliant to #64, was a follow-up service entered in the Jobs4TN/System? (Note: N/A = Participant's case is currently open, there is a case closure but the participant has not exited the program, the participant declines to receive follow-up services or the participant cannot be located).			
66	Follow-up Services	If compliant to #64, was documentation in the case file of a determination of the need for follow-up services?			
67	Follow-up Services	If compliant to #64, was documentation in the case file of the follow-up service provided to the participant?			
68	Program Exit/Performance Accountability	Was the participant exited in the Jobs4TN/System?			
69	Program Exit/Performance Accountability	If compliant to #68, and the participant exited with unsubsidized employment, was the employment information accurately entered in the Jobs4TN/System?			

70	Program Exit/Performance Accountability	Performance Measured: Did the individual complete at least one activity or benchmark that can be reported in one of the following performance measures? • Measurable Skills Gain • Credential Attainment • Employment - 2nd Quarter After Exit • Median Earnings - 2nd Quarter After Exit • Employment - 4th Quarter After Exit			
71	Program Exit/Performance Accountability	Was the participant exited with an exclusion?			
72	Program Exit/Performance Accountability	If compliant with #71, was documentation in the case file to verify the exclusion meets the federal guidelines?			
73	Quarterly Follow-ups (Data Collection/Performance Accountability)	Were required follow-ups conducted for each of the 1st, 2nd, 3rd, and 4th quarters after exit intervals, as applicable? (Note: N/A = Participant's case is currently open, there is a case closure but the participant has not exited the program, quarterly follow-up is not due or the participant cannot be located).			
74	Quarterly Follow-ups (Data Collection/Performance Accountability)	If compliant, were the follow-ups conducted by the due date indicated in the quarterly follow-up table in the Jobs4TN/System? (Note: N/A=Participant cannot be located).			
75	Quarterly Follow-ups (Data Collection/Performance Accountability)	Was performance information correctly entered in the follow-up fields in Jobs4TN/System for each applicable quarter and properly verified? (Note: N/A=Participant was not employed during the time of the quarterly follow-up or the participant cannot be located).			
76	Documents	Are the participant's attached documents readable?			
77	Documents	Participant's documents were uploaded in a reasonable amount of time (-5 business days, especially for eligibility/enrollment)			
78	Documents	Participant's documents are labeled accurately for ease of access/verification i.Enrollment / Eligibility ii.Individualized Services & Training iii.Support Services / Follow-Up			
79	Case Notes	Case notes are clear and concise; tell the story of what's happening with the participant. (Note: someone not familiar with the case should be able to tell what's been done)			
80	Case Notes	Case notes reflect contacting the participant at least every 30 days. (Note: these should be detailed as to the method of contact, success of contact, etc.)			
81	Case Notes	Case notes create dates within a reasonable time of the contact date.			
82	Case Notes	Case notes for <u>eligibility/enrollment</u> are clear as to how the participant qualified. (Note: initial assessment must be detailed on what services are needed and why)			
83	Case Notes	Case notes are available for justification of the need for <u>supportive services</u> .			
84	Case Notes	Case notes for <u>training</u> show a justification of need. (Note: progress in training should be detailed regularly; Measurable Skills Gains should be detailed; Credentials and/or attempts to obtain them)			
85	Case Notes	Reason for closure is clearly stated? (Note: found employment, lost contact, etc.)			
86	Activities	Match with information in case notes			
87	Activities	Activities after enrollment should have supporting case notes			
88	Activities	Do all training activities have a projected and actual beginning and end date?			
89	Activities	If activities are extended was justification explained in case notes?			
90	Activities	No System Closed or Unknown Status (Note: accurately reflect the outcome of the activity)			
Legend:					
Finding 0 or 1 (0=non compliance 1= compliant)			Totals:	0	0
Other Noncompliance Issue 0 or 1 (0=non compliance 1= compliant)			Totals do not include Effectiveness measures, just Findings and other Compliance issues	0.00%	0.00%
Effectiveness (0= non effective, 1= accepted 2=effective)			Effectiveness:	0	0
Effectiveness can score more than 1, which means over 100% is possible				0.00%	0.00%

DISLOCATED WORKER ATTRIBUTE SHEET

WIOA Title I Dislocated Worker (DW) Participant Case File Review						
Participant Info	State ID					
Participant Info	Participant Name					
Participant Info	Case Manager					
Participant Info	AJC					
Participant Info	Local Area					
Category		Compliant	Non-Compliant	N/A	Comments	
1	Program Eligibility Determination	Does the WIOA program's application date match the application date entered into the Jobs4TNSystem?				
2	Program Eligibility Determination	If a Dislocated Worker, did the case file contain documentation of lay-off, termination, plant closure, recently separated veteran or spouse of a recently separated veteran, spouse of a veteran on active duty, Displaced Homemaker, or other eligible Dislocated Worker criteria?				
3	Program Eligibility Determination	Was documentation in the case file that the participant was 18 years of age or older at registration? (Note: If DW, the participant does not have to be 18; however, determination of age must be documented).				
4	Program Eligibility Determination	Was documentation in the case file of U.S. citizenship or authorization to work in the U.S.?				
5	Program Eligibility Determination	Was selective service verification documentation in the case file at the time of registration or during participation? (Applicable to males born after 1960 and who are over the age of 18 years at registration).				
6	Veterans Priority (All programs)	If the participant was a veteran, did the file contain documentation to verify veteran status?				
7	Veterans Priority (All programs)	If the participant was an eligible spouse of a veteran, did the file contain documentation to verify eligible spouse of a veteran status?				
8	Required Forms	Was a signed and dated Grievance/Complaint and EEO/Discrimination Forms in the participant's case file?				
9	Required Forms	If compliant with #8, did the Grievance/Complaint and EEO/Discrimination Forms include correct names and addresses for filing a grievance, appeal, or EEO complaint?				
10	Required Forms	Were all waivers signed and in the participant's case file?				
11	Basic Career Services (that trigger participation only)	Do the activities match the case notes, documentation, and IEP?				
12	Basic Career Services (that trigger participation only)	Goals/objectives should match with the services detailed in activities and case notes				
13	Basic Career Services (that trigger participation only)	Training goal for participant in training				
14	Basic Career Services (that trigger participation only)	Document updated to reflect any changes/adjustments in case management (living document)				
15	Basic Career Services (that trigger participation only)	Short/medium/long term labels are properly documented? i. Short term – 3 months or less ii. Medium term – 3-6 months iii. Long term – longer than 6 months				
16	Individualized Career Services	Are the correct career services entered?				
17	Individualized Career Services	If compliant with #16, was documentation in the case file of a determination of the need for individualized services to obtain or retain employment leading to "self-sufficiency"?				
18	Individualized Career Services	If compliant with #16, was documentation in the case file of the individualized career service provided?				
19	Work Experience (WEX)	Was the participant provided a work experience (WEX) service?				
20	Work Experience (WEX)	Was a WEX activity entered in the State's Jobs4TNSystem?				
21	Work Experience (WEX)	If compliant with #19, was a WEX training agreement executed between the employer, and the LWDB or the WIOA program service provider, for the participant's training?				
22	Work Experience (WEX)	Was documentation in the case file that the WEX start date was on or after the employer's WEX training agreement effective date?				
23	Work Experience (WEX)	Was this a paid WEX? (Note: Transitional jobs must be a paid activity).				
24	Work Experience (WEX)	If compliant with #23, was the participant paid the wage stated in the agreement?				
25	Work Experience (WEX)	Was the WEX training provided as described in the IEP?				
26	Transitional Jobs	If a transitional job, was the work experience combined with comprehensive career services and support services? (Note: Question not applicable to other types of WEX).				
27	Transitional Jobs	Was the activity aligned with local, state, and federal policies that define and identify individuals who are "chronically unemployed" or "have an inconsistent work history." This activity is only available to this population.				
28	Transitional Jobs	DOL encourages utilizing job readiness training in combination with transitional jobs if determined appropriate by the LWDB. Was there evidence in the record that the participant was provided this service?				
29	Transitional Jobs	Does the contract and the service plan describe the activity? These jobs must be designed to establish a work history for the individual, demonstrate success in the workplace, and develop the skills that lead to entry into and retention in unsubsidized employment.				
30	Transitional Jobs	LWDB policies must include plans on the amount of reimbursements for the jobs (up to 100 percent of the wage), what supportive services must be included, and the limits on the duration of the transitional job. Does the case file reflect compliance with local policies?				
31	Training Services	Was a training service provided to the participant?				
32	Training Services	If training was provided, was a training activity code entered in Jobs4TNSystem?				
33	Training Services	If compliant with #31, was documentation in the case file of a determination of the need for training services after an interview, evaluation, or assessment and career planning?				
34	Training Services	If a training activity was provided, was the training in a local/state-demand occupation?				
35	Training Services	Was the training provider on the local/state-approved eligible training provider list (ETPL)?				
36	Training Services	If an Individual Training Account (ITA) was utilized, was documentation in the case file to support ITA costs?				
37	Registered Apprenticeship (RA)	If a RA activity was provided, was an RA activity entered in the Jobs4TNSystem?				
38	Contract Training (OJT, Customized, and IWT)	Was On-The-Job (OJT), Customized Training (CT), or Incumbent Worker Training (IWT) provided to the participant?				
39	Contract Training (OJT, Customized, and IWT)	If compliant with #38 was documentation in the case file of a determination of the need for training services after an interview, evaluation, or assessment and career planning?				
40	Contract Training (OJT, Customized, and IWT)	If compliant with #38 indicate the type of training provided (OJT, CT, or IWT).				

41	Contract Training (OJT, Customized, and IWT)	Did the participant obtain employment as a result of the OJT or training activity? Has the employer taken part in multiple OJT activities? If compliant, was a pattern of failing to provide OJT training participants with long-term employment exhibited?				
42	Contract Training (OJT, Customized, and IWT)	Was an OJT, CT, or IWT agreement executed between the employer or a Registered Apprenticeship (RA) program sponsor and the Region for the participant's training position? (Note: An agreement between the registered apprenticeship program sponsor and the region can only be executed if the participant was placed in an RA program).				
43	Contract Training (OJT, Customized, and IWT)	Is documentation in the case file of the referral to the OJT employer? (Note: Question not applicable to CT or IWT).				
44	Contract Training (OJT, Customized, and IWT)	If compliant with #43, does the job title on the referral match the occupation listed on the participant's IEP or case notes? (Note: Question not applicable to CT or IWT).				
45	Contract Training (OJT, Customized, and IWT)	Is there documentation in the case file that the participant's OJT/CT/IWT start date was on or after the employer's OJT/CT/IWT contract effective date?				
46	Contract Training (OJT, Customized, and IWT)	Did the file contain details of the skills to be attained, the duration of the training, and the wage rate or the established non-federal reimbursement share? (Note: Wage rate not applicable to CT and IWT).				
47	Contract Training (OJT, Customized, and IWT)	Was the training provided as described in the OJT/CT/IWT agreement?				
48	Contract Training (OJT, Customized, and IWT)	Were completed time sheets and performance evaluations in the participant file?				
49	Contract Training (OJT, Customized, and IWT)	Did the participant obtain employment as a result of the OJT or training activity? Has the employer taken part in multiple OJT activities? If compliant, was a pattern of failing to provide OJT training participants with long-term employment exhibited?				
50	Supportive Services	Was a supportive service activity provided?				
51	Supportive Services	If compliant with #50, was there documentation in the participant case file to verify the supportive service provided?				
52	Supportive Services	Did the supportive service activity documented in the case file match the supportive service activity entered in the Jobs4TN/System?				
53	Supportive Services	Was there a determination of support service needs? Is this documented in the case file?				
54	Supportive Services	Were there clear financial tracking and reporting systems in the file to account for the expenditure of WIOA Title I funds for supportive services.				
55	Supportive Services	Was there documentation in the case file to show that the supportive services were issued following local policy?				
56	Measurable Skills Gain (MSG)	Were the measurable gains accurately entered in the Jobs4TN/System Measurable Skills Gain Link?				
57	Measurable Skills Gain (MSG)	Were the assessment results or Measurable Skills Gain results maintained in the participant's hard copy case file for each applicable program year?				
58	Credential Attainment	If compliant, was documentation in the participant's case file to support the credential?				
59	Credential Attainment	If compliant, did the credential attainment date and type match the credential attainment information entered in the Jobs4TN/System?				
60	Follow-up Services	Were follow-up services offered after the participant entered employment?				
61	Follow-up Services	If compliant with #60, was a follow-up service entered in the Jobs4TN/System? (Note: N/A = Participant's case is currently open, there is a case closure but the participant has not exited the program, the participant declines to receive follow-up services or the participant cannot be located).				
62	Follow-up Services	If compliant with #60, was documentation in the case file of a determination of the need for follow-up services?				
63	Follow-up Services	If compliant with #60, was documentation in the case file of the follow-up service provided to the participant?				
64	Program Exit/Performance Accountability	Was the participant exited in the Jobs4TN/System?				
65	Program Exit/Performance Accountability	If compliant with #64, and the participant exited with unsubsidized employment, was the employment information accurately entered in the Jobs4TN/System?				
66	Program Exit/Performance Accountability	Performance Measured: Did the individual complete at least one activity or benchmark that can be reported in one of the following performance measures? • Measurable Skills Gain • Credential Attainment • Employment - 2nd Quarter After Exit • Median Earnings - 2nd Quarter After Exit • Employment - 4th Quarter After Exit				
67	Program Exit/Performance Accountability	Was the participant exited with an exclusion?				
68	Program Exit/Performance Accountability	If compliant with #67, was documentation in the case file to verify the exclusion meets the federal guidelines?				
69	Quarterly Follow-ups (Data Collection/Performance Accountability)	Were required follow-ups conducted for each of the 1st, 2nd, 3rd, and 4th quarters after exit intervals, as applicable? (Note: N/A = Participant's case is currently open, there is a case closure but the participant has not exited the program, quarterly follow-up is not due or the participant cannot be located).				
70	Quarterly Follow-ups (Data Collection/Performance Accountability)	If compliant, were the follow-ups conducted by the due date indicated in the quarterly follow-up table in the Jobs4TN/System?				
71	Quarterly Follow-ups (Data Collection/Performance Accountability)	Was performance information correctly entered in the follow-up fields in Jobs4TN/System for each applicable quarter and properly verified? (Note: N/A = Participant was not employed during the time of the quarterly follow-up or the participant cannot be located).				
72	Documents	Are the participant's attached documents readable?				
73	Documents	Participant's documents were uploaded in a reasonable amount of time (-5 business days, especially for eligibility/enrollment)				
74	Documents	Participant's documents are labeled accurately for ease of access/verification i. Enrollment / Eligibility ii. Individualized Services & Training iii. Support Services / Follow-Up				

75	Case Notes	Case notes are clear and concise; tell the story of what's happening with the participant. (Note: someone not familiar with the case should be able to tell what's been done)					
76	Case Notes	Case notes reflect contacting the participant at least every 30 days. (Note: these should be detailed as to the method of contact, success of contact, etc.)					
77	Case Notes	Case notes create dates within a reasonable time of the contact date.					
78	Case Notes	Case notes for <u>eligibility/enrollment</u> are clear as to how the participant qualified. (Note: Initial assessment must be detailed on what services are needed and why)					
79	Case Notes	Case notes are available for justification of the need for <u>supportive services</u> .					
80	Case Notes	Case notes for <u>training</u> show a justification of need. (Note: progress in training should be detailed regularly. Measurable Skills Gains should be detailed, Credentials and/or attempts to obtain them)					
81	Case Notes	Reason for closure is clearly stated? (Note: found employment, lost contact, etc.)					
82	Activities	Match with information in case notes					
83	Activities	Activities after enrollment should have supporting case notes					
84	Activities	Do all training activities have a projected and actual beginning and end date?					
85	Activities	If activities are extended was justification explained in case notes?					
86	Activities	No System Closed or Unknown Status (Note: accurately reflect the outcome of the activity)					
Legend:			Totals:		0	0	0
Finding 0 or 1 (0=non compliance 1= compliant)			Totals do not include Effectiveness measures, just Findings and other Compliance issues		0.00%	0.00%	0.00%
Other Noncompliance Issue 0 or 1 (0=non compliance 1= compliant)			Effectiveness:		0	0	0
Effectiveness (0= non effective, 1= accepted 2=effective)			Effectiveness can score more than 1, which means over 100% is possible		0.00%	0.00%	0.00%

YOUTH ATTRIBUTE SHEET

WIOA Title I Youth Participant Case File Review					
Participant Info	State ID				
Participant Info	Participant Name				
Participant Info	Case Manager				
Participant Info	AJC				
Participant Info	Local Area				
Category		Compliant	Non-Compliant	N/A	Comments
1	Program Eligibility Determination	Indicate whether the youth is an Out-of-School Youth (OSY) or an In-School Youth (ISY).			
2	Program Eligibility Determination	Was documentation in the case file that the youth was determined eligible?			
3	Program Eligibility Determination	Was documentation of age in the case file? (Note: In-School youth must be 14-21 and Out-Of-School youth must be 16-24 years of age).			
4	Program Eligibility Determination	Was documentation in the case file of U.S. citizenship or authorization to work in the U.S.?			
5	Program Eligibility Determination	Was selective service verification documentation in the case file at the time of registration or during participation? (Applicable to males over the age of 18 years at registration).			
6	Program Eligibility Determination	Was documentation in the case file to support the federal or local barriers entered in the Jobs4TN/System? (Note: A barrier is required for all youth).			
7	Program Eligibility Determination	If the 5% Limitation for Youth Requires Additional Assistance was used, was supporting documentation found in the case file? Make sure that documentation meets local policy criteria.			
8	Veterans Priority (All programs)	If the participant was a veteran, did the file contain documentation to verify veteran status?			
9	Veterans Priority (All programs)	If the participant was an eligible spouse of a veteran, did the file contain documentation to verify the eligible spouse of a veteran status?			
10	Required Forms	Was a signed and dated Grievance/Complaint and EEO/Discrimination Forms in the participant's case file?			
11	Required Forms	If compliant with #10, did the Grievance/Complaint and EEO/Discrimination Forms include correct names and addresses for filing a grievance, appeal, or EEO complaint?			
12	Required Forms	Were all waivers signed and in the participant's case file?			
13	Objective Assessment/Individual Service Strategy (ISS)	Was documentation of an objective assessment in the case file?			
14	Objective Assessment/Individual Service Strategy (ISS)	Was documentation in the case file of an ISS that was created jointly by the participant and the career manager, and contained at least one of the 14 program elements listed?			
15	Objective Assessment/Individual Service Strategy (ISS)	If compliant with #14, does the ISS directly link to one or more of the performance indicators and does the ISS list the activities and services the youth will be or has been engaged in during participation in the WIOA program?			
16	Objective Assessment/Individual Service Strategy (ISS)	If compliant with #14, was the ISS in the case file updated as activities were completed, benchmarks reached, goals achieved, and/or the youth's needs changed?			
17	Objective Assessment/Individual Service Strategy (ISS)	Goals/objectives should match with the services detailed in activities and case notes.			
18	Objective Assessment/Individual Service Strategy (ISS)	Training goal for participant in training			
19	Objective Assessment/Individual Service Strategy (ISS)	Document updated to reflect any changes/adjustments in case management (living document)			
20	Objective Assessment/Individual Service Strategy (ISS)	Short/medium/long term labels are properly documented? i. Short term – 3 months or less ii. Medium term – 3-6 months iii. Long term – longer than 6 months			
21	Participation	What program element was provided to the youth that began participation in the youth program?			
22	Work Experience (WEX)	Was a WEX activity entered in the State's Jobs4TN/System?			
23	Work Experience (WEX)	If compliant with #22, was a WEX activity agreement executed between the employer and the LWDB (Service Provider) for the participant's training?			
24	Work Experience (WEX)	Was documentation in the case file that the WEX start date was on or after the employee's WEX activity agreement effective date?			
25	Work Experience (WEX)	Was this a paid WEX?			
26	Work Experience (WEX)	If compliant with #23, were timesheets collected and uploaded into Jobs4TN/System?			
27	Work Experience (WEX)	Was the WEX training provided as described in the WEX agreement and ISS?			
28	Work Experience (WEX)	Did the participant complete the WEX activity?			
29	Occupational Skills Training	Was an Occupational Skills Training activity entered into the Jobs4TN/System?			
30	Occupational Skills Training	If compliant with #29, was documentation in the case file of a determination of the need for training services as identified in the ISS?			
31	Occupational Skills Training	If compliant with #29, was the training in a local/state demand occupation?			
32	Occupational Skills Training	Was the training provider on the local/state-approved eligible training provider list (ETPL)?			
33	Occupational Skills Training	If an Individual Training Account (ITA) was utilized, was documentation in the case file to support ITA costs?			
34	Supportive Services	Was a supportive service entered in Jobs4TN/System?			
35	Supportive Services	If compliant with #34, was documentation in the participant case file to verify the supportive service provided?			
36	Supportive Services	Did the supportive services documented in the case file match the supportive services entered in Jobs4TN/System?			
37	Supportive Services	If compliant with #34, was documentation in the case file to show that the supportive services were issued following local, state, and federal policy?			

38	Supportive Services	Was there a determination of the need for support services? Is this documented in the case file?				
39	Supportive Services	Were there clear financial tracking and reporting systems in the file to account for the expenditure of WIOA Title I funds for supportive services.				
40	Measurable Skills Gain (MSG)	During the program year, was the participant in an education or training program that led to a recognized post secondary credential or employment and achieved measurable skill gains, defined as documented academic, technical, occupational, or other forms of progress, towards such a credential or employment?				
41	Measurable Skills Gain (MSG)	Were the measurable gains accurately entered in the Jobs4TN/System Measurable Skills Gain section?				
42	Credential Attainment	Was a credential attainment entered in Jobs4TN/System?				
43	Credential Attainment	If compliant with #42, was documentation in the participant's case file to support the credential?				
44	Credential Attainment	If compliant with #43, did the credential attainment date and type match the credential attainment information entered in the Jobs4TN/System?				
45	Program Closure/Exit	Was the participant exited in Jobs4TN/System?				
46	Program Closure/Exit	If compliant with #45, and the participant sustained unsubsidized employment, was documentation in the case file to verify the employment start date and wage information?				
47	Program Closure/Exit	If compliant with #46, was the employment information accurately entered in the Jobs4TN/System?				
48	Follow-up Services	Was a follow-up service entered in the State's Jobs4TN/System? (Note: N/A = Participant's case is currently open, there is a case closure but the participant has not exited the program, the participant declines to receive follow-up services or the participant cannot be located).				
49	Follow-up Services	If N/A to #48, was documentation in the case file to verify that follow-up services were offered?				
50	Follow-up Services	If compliant with #48, was documentation in the case file of a determination of the need for follow-up services?				
51	Follow-up Services	If compliant with #50, was documentation in the case file of the follow-up service provided to the participant?				
52	Quarterly Follow-ups (Data Collection/Performance Accountability)	Were required follow-ups conducted for each of the 1st, 2nd, 3rd, and 4th quarters after exit intervals, as applicable? (Note: N/A = Participant's case is currently open, there is a case closure but the participant has not exited the program, follow-up is not due or the participant cannot be located).				
53	Quarterly Follow-ups (Data Collection/Performance Accountability)	If compliant with #52, were the follow-ups conducted by the due date indicated in the follow-up table in the Jobs4TN/System? (Note: N/A = Participant cannot be located).				
54	Quarterly Follow-ups (Data Collection/Performance Accountability)	Was employment or post-secondary enrollment information correctly entered in the follow-up fields in Jobs4TN/System for each applicable quarter and properly verified? (Note: N/A = Participant was not employed during the time of the follow-up or the participant cannot be located).				
55	Documents	Are the participant's attached documents readable?				
56	Documents	Participant's documents were uploaded in a reasonable amount of time (-5 business days, especially for eligibility/enrollment)				
57	Documents	Participant's documents are labeled accurately for ease of access/verification I. Enrollment / Eligibility II. Individualized Services & Training III. Support Services / Follow-Up				
58	Case Notes	Case notes are clear and concise; tell the story of what's happening with the participant. (Note: someone not familiar with the case should be able to tell what's been done)				
59	Case Notes	Case notes reflect contacting the participant at least every 30 days. (Note: these should be detailed as to the method of contact, success of contact, etc.)				
60	Case Notes	Case notes create dates within a reasonable time of the contact date.				
61	Case Notes	Case notes for <u>eligibility/enrollment</u> are clear as to how the participant qualified. (Note: initial assessment must be detailed on what services are needed and why)				
62	Case Notes	Case notes are available for justification of the need for <u>supportive services</u>				
63	Case Notes	Reason for closure is clearly stated? (Note: found employment, lost contact, etc.)				
64	Activities	Match with information in case notes				
65	Activities	Activities after enrollment should have supporting case notes				
66	Activities	Do all training activities have a projected and actual beginning and end date?				
67	Activities	If activities are extended was justification explained in case notes?				
68	Activities	No System Closed or Unknown Status (Note: accurately reflect the outcome of the activity)				
Legend:			Totals:	0	0	0
Finding 0 or 1 (0=non compliance 1=compliant)			Totals do not include Effectiveness measures, just Findings and other Compliance issues	0.00%	0.00%	0.00%
Other Noncompliance Issue 0 or 1 (0=non compliance 1=compliant)			Effectiveness:	0	0	0
Effectiveness (0= non effective, 1= accepted 2=effective)			Effectiveness can score more than 1, which means over 100% is possible	0.00%	0.00%	0.00%

Monitoring Tool: Equal Employment Opportunity

	Subrecipient: Date: Completed By: Review Date: TDLWD Monitor:				
Directed To: Equal Opportunity Officer	Has the Local Workforce Development Area (LWDA) appointed its equal opportunity officer for WIOA Title I services?	<input type="checkbox"/> Yes	<input type="checkbox"/> No	<input type="checkbox"/> N/A	Comments:
Directed To: Equal Opportunity Officer	Has the LWDA provided reasonable accommodations for persons with disability? If not, see below.	<input type="checkbox"/> Yes	<input type="checkbox"/> No	<input type="checkbox"/> N/A	Comments:
Directed To: Equal Opportunity Officer	Does the LWDA provide initial and continuing notice (using the required nondiscrimination language) that it does not discriminate on any prohibited grounds?	<input type="checkbox"/> Yes	<input type="checkbox"/> No	<input type="checkbox"/> N/A	Comments:
	Does the LWDA publish or broadcast program information in the news media? If so, does the LWDA indicate in the publications and broadcasts that:				
Directed To: OSO	The WIOA funded program or activity in question is an equal opportunity employer/program?	<input type="checkbox"/> Yes	<input type="checkbox"/> No	<input type="checkbox"/> N/A	Comments:
Directed To: OSO	Auxiliary aids and services are available upon request to individuals with disabilities?	<input type="checkbox"/> Yes	<input type="checkbox"/> No	<input type="checkbox"/> N/A	Comments:

Monitoring Tool: Equal Employment Opportunity

Directed To: OSO	Has the LWDA applied analysis to its programs in order to determine how best to deliver language assistance to individuals who are Limited English Proficient (LEP)?	<input type="checkbox"/> Yes	<input type="checkbox"/> No	<input type="checkbox"/> N/A	Comments:
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If the analysis indicates the need for language assistance services, does the LWDA have in place one or more of the following oral interpretation services:					
Directed To: OSO	Bi-lingual staff?	<input type="checkbox"/> Yes	<input type="checkbox"/> No	<input type="checkbox"/> N/A	
Directed To: OSO	Staff interpreters?	<input type="checkbox"/> Yes	<input type="checkbox"/> No	<input type="checkbox"/> N/A	
Directed To: OSO	Contract interpreters?	<input type="checkbox"/> Yes	<input type="checkbox"/> No	<input type="checkbox"/> N/A	
Directed To: OSO	Telephone interpretation?	<input type="checkbox"/> Yes	<input type="checkbox"/> No	<input type="checkbox"/> N/A	

Directed To:	Do the LWDA's written translation procedures fall within the "Safe Harbor" provisions?	<input type="checkbox"/> Yes	<input type="checkbox"/> No	<input type="checkbox"/> N/A	Comments:
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Does the LWDA have policies and procedures in place which ensure that interpreters and/or interpreter services provide interpretations as follows:					
Directed To: EO Officer/OSO	With demonstrated proficiency and ability to interpret in both English and the other language, and the ability to identify consecutive, summary, simultaneous, or sight interpretations?	<input type="checkbox"/> Yes	<input type="checkbox"/> No	<input type="checkbox"/> N/A	Comments:
	With knowledge of specialized terms and concepts of the program, vocabularies and phrases used by the LEP person?	<input type="checkbox"/> Yes	<input type="checkbox"/> No	<input type="checkbox"/> N/A	Comments:

Monitoring Tool: Equal Employment Opportunity

Does the LWDA have policies and procedures in place which ensure the following:				
Those interpreters must certify that they will deliver interpretations that are accurate and not biased?	<input type="checkbox"/> Yes	<input type="checkbox"/> No	<input type="checkbox"/> N/A	Comments:
Those interpreters shall accept payment for services only from the LWDA and never from the client?	<input type="checkbox"/> Yes	<input type="checkbox"/> No	<input type="checkbox"/> N/A	Comments:

After applying the 4-Factor Analysis, and if the need for translation of vital documents is reasonable and necessary, does the LWDA provide written translations of:				
Consent and complaint forms?	<input type="checkbox"/> Yes	<input type="checkbox"/> No	<input type="checkbox"/> N/A	Comments:
A list of One-Stop partners and services offered?	<input type="checkbox"/> Yes	<input type="checkbox"/> No	<input type="checkbox"/> N/A	Comments:
Appeals documents?	<input type="checkbox"/> Yes	<input type="checkbox"/> No	<input type="checkbox"/> N/A	Comments:
Notices requiring a response from clients?	<input type="checkbox"/> Yes	<input type="checkbox"/> No	<input type="checkbox"/> N/A	Comments:
Information on the right to file complaints of discrimination?	<input type="checkbox"/> Yes	<input type="checkbox"/> No	<input type="checkbox"/> N/A	Comments:
Information on the provision of services to individuals with disabilities?	<input type="checkbox"/> Yes	<input type="checkbox"/> No	<input type="checkbox"/> N/A	Comments:
State wage, hour, safety, and health information?	<input type="checkbox"/> Yes	<input type="checkbox"/> No	<input type="checkbox"/> N/A	Comments:
Notices of free language assistance?	<input type="checkbox"/> Yes	<input type="checkbox"/> No	<input type="checkbox"/> N/A	Comments:

Does the LWDA have procedures and policies in place which ensure planning and development of:				
Methods of identifying LEP individuals who need language assistance?	<input type="checkbox"/> Yes	<input type="checkbox"/> No	<input type="checkbox"/> N/A	Comments:

Monitoring Tool: Equal Employment Opportunity

Training for staff on the available language services and how to use them?	<input type="checkbox"/> Yes	<input type="checkbox"/> No	<input type="checkbox"/> N/A	Comments:
Easily-accessible and widely-known notices of free language assistance?	<input type="checkbox"/> Yes	<input type="checkbox"/> No	<input type="checkbox"/> N/A	Comments:
Training staff on monitoring interpreter activity?	<input type="checkbox"/> Yes	<input type="checkbox"/> No	<input type="checkbox"/> N/A	Comments:

Does the covered LWDA have policies, procedures, and auxiliary aids and services in place which ensure the reasonable and necessary delivery of program services to qualified individuals who have physical and/or mental impairments?	<input type="checkbox"/> Yes	<input type="checkbox"/> No	<input type="checkbox"/> N/A	Comments:
Does the covered LWDA have policies and procedures in place that ensure that individuals with qualifying disabilities will be referred for auxiliary aids and services?	<input type="checkbox"/> Yes	<input type="checkbox"/> No	<input type="checkbox"/> N/A	Comments:
Does the LWDA have in place communication devices, such as TTY or TDD, or an equally effective communication system, for participants with a hearing impairment?	<input type="checkbox"/> Yes	<input type="checkbox"/> No	<input type="checkbox"/> N/A	Comments:

Monitoring Tool: Equal Employment Opportunity

<p>If the LWDA has determined that the provision of accommodations would fundamentally alter the delivery of program, service, or activity, then does the LWDA have a written statement which details the reasons for reaching this conclusion?</p>	<input type="checkbox"/> Yes	<input type="checkbox"/> No	<input type="checkbox"/> N/A	<p>Comments:</p>
<p>Does the LWDA have clearly visible signage, at the primary entrances of each inaccessible facility that refers individuals, with disabilities, to information about accessible facilities?</p>	<input type="checkbox"/> Yes	<input type="checkbox"/> No	<input type="checkbox"/> N/A	<p>Comments:</p>
<p>Does the LWDA have the international symbol for accessibility at the primary entrances of each accessible facility?</p>	<input type="checkbox"/> Yes	<input type="checkbox"/> No	<input type="checkbox"/> N/A	<p>Comments:</p>

Do the LWDA's published personnel policies and procedures prohibit actions defined in Section 37.11 of the implementing regulations? These are:

<p>Intimidation and retaliation for filing a complaint or furnishing information regarding management of a WIOA assisted program, service, or activity.</p>	<input type="checkbox"/> Yes	<input type="checkbox"/> No	<input type="checkbox"/> N/A	<p>Comments:</p>
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Monitoring Tool: Equal Employment Opportunity

Is the initial and continuing notice provided that discrimination is prohibited? Is it:				
In internal memoranda, both hard copy and electronic?	<input type="checkbox"/> Yes	<input type="checkbox"/> No	<input type="checkbox"/> N/A	Comments:
In handbooks or manuals?	<input type="checkbox"/> Yes	<input type="checkbox"/> No	<input type="checkbox"/> N/A	Comments:
Made available to each participant and included in the participant's file?	<input type="checkbox"/> Yes	<input type="checkbox"/> No	<input type="checkbox"/> N/A	Comments:
Made available, in appropriate formats, to individuals with visual impairments?	<input type="checkbox"/> Yes	<input type="checkbox"/> No	<input type="checkbox"/> N/A	Comments:
Do the LWDA's orientations and other presentations to new employees, participants, employers and the general public include a discussion of the nondiscrimination and equal opportunity provisions applicable to WIOA programs?	<input type="checkbox"/> Yes	<input type="checkbox"/> No	<input type="checkbox"/> N/A	Comments:
Does the LWDA system have a complaint log which is used to record any complaints of discrimination?	<input type="checkbox"/> Yes	<input type="checkbox"/> No	<input type="checkbox"/> N/A	Comments:

Monitoring Tool: Equal Employment Opportunity

Does the LWDA have documentation to ensure that all On-the-Job Training plans, contracts, and other similar agreements are non-discriminatory and contain provisions regarding non-discrimination and equal opportunity?	<input type="checkbox"/> Yes	<input type="checkbox"/> No	<input type="checkbox"/> N/A	Comments:
How does the LWDA provide disability awareness training for designated staff at the One-Stop Center?	<input type="checkbox"/> Yes	<input type="checkbox"/> No	<input type="checkbox"/> N/A	Comments:
Has the contract agency received any discrimination complaints during the last fiscal year or during the current contract year? Explain.	<input type="checkbox"/> Yes	<input type="checkbox"/> No	<input type="checkbox"/> N/A	Comments:
What assurances of compliance have been signed by the agency?	<input type="checkbox"/> Yes	<input type="checkbox"/> No	<input type="checkbox"/> N/A	Comments:
When and by who were they signed?	<input type="checkbox"/> Yes	<input type="checkbox"/> No	<input type="checkbox"/> N/A	Comments:
What documentation does the agency keep as proof of its non-discriminatory status?	<input type="checkbox"/> Yes	<input type="checkbox"/> No	<input type="checkbox"/> N/A	Comments: